

**From:** "Matt Manifold" <muttf16@gmail.com>  
**Sent:** 8/4/2018 11:48 AM  
**To:** "ath-meyeru" <ATH-meyeru@osu.edu>  
**CC:**  
**Subject:**

---

Love ya Coach!!

Thought you and Shelly might need a little!

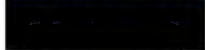
Go Bucks!!

Mutt

Matt "Mutt" Manifold  
BGen, USAF

--

Matt Manifold  
[muttf16@gmail.com](mailto:muttf16@gmail.com)



**From:** "Sister Maureen Burke" <[mburke@sjheralds.org](mailto:mburke@sjheralds.org)>  
**Sent:** 8/2/2018 4:56 PM  
**To:** "ath-meyeru" <[ATH-meyeru@osu.edu](mailto:ATH-meyeru@osu.edu)>  
**CC:**  
**Subject:** Re: Updates; summer schedule

---

Urban

The Meyer family is in my prayers. I know you to be an honorable and good man, father, husband, leader. No one can take that from you.

Blessings sent your way  
Hope this gets through to you

Sister Maureen

On Mon, May 7, 2018 at 2:04 PM, ath-meyeru <[ATH-meyeru@osu.edu](mailto:ATH-meyeru@osu.edu)> wrote:

Thx sister. All good here. Life as a grandfather has been a blessing.  
I agreed to do a fund raiser in Ashtabula on July 5th to assist underprivileged children in area. Unfortunately I agreed to speak at Cbus police academy graduation the next day on the 6th so I have to drive back the next morning.  
Hope you are well and taking care of yourself.  
Urban

Sent from my iPad

On May 7, 2018, at 1:44 PM, Sister Maureen Burke <[mburke@sjheralds.org](mailto:mburke@sjheralds.org)> wrote:

Good morning coach

I hope that after spring practice you get a "breather" if there is such a thing for you.t

Don't know what your calendar is for this coming summer, besides being packed. The donor who hosted us two years ago would love to host a fundraising dinner this summer. You let me know your availability and we will make it happen.

Don't forget this is the year of the lucky nun. Look what Sister Jean did for Loyola. Just saying...



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**From:** "Charles Peters" <pcg396@cox.net>  
**Sent:** 8/1/2018 3:33 PM  
**To:** "ath-meyeru" <ATH-meyeru@osu.edu>  
**CC:**  
**Subject:** Hang in there

---

Coach Meyer:

Sending you prayers and best wishes for the rapid resolution of the Zach Smith affair. You did the right thing by taking leave, and I look forward to you quickly resuming your duties as HC of The Ohio State Buckeyes.

E + R = O.

Hang in there, Coach. BuckeyeNation is behind you 100%.

Go Bucks!

Charles Peters

Scottsdale, AZ

**From:** "The Columbus Dispatch" <info@dispatchwebgroup.com>

**Sent:** 8/5/2018 7:45 AM

**To:** "Heaton, Kim" <heaton.19@osu.edu>

**CC:**

**Subject:** OSU headlines: Urban Meyer's close relationship with Earle Bruce, Zach Smith reaches far into past

---

Buckeye News

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Sunday, August 05, 2018

## TOP STORY

Urban Meyer's close relationship with Earle Bruce, Zach Smith reaches far into past

Zach Smith has known Urban Meyer as long as he can remember. As Earle Bruce's grandson, Smith grew up knowing the mutual love and respect his grandfather and Meyer shared...

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Analysis: Still many questions to be answered in Ohio State case

Their prolonged silence ended dramatically and almost simultaneously Friday afternoon. In a 492-word statement on Twitter, Urban Meyer admitted...

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Michael Arace: Ohio State leadership deficit apparent in athletic scandals

Urban Meyer pushed back hard on Ohio State Friday afternoon. This is a smart move on his part because there is a leadership vacuum at the great state university. In the land of the blind, the one-eyed man is king.

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Ray Stein's Mailbox | Reader says Urban Meyer did his duty by reporting incident

Editor: I would like to take a moment to thank Urban Meyer for his heartfelt statement (Friday) regarding the allegations that he knew Zach Smith was under investigation for domestic violence in 2015.

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**From:** "Glaros, Chris M." <glaros.3@osu.edu>  
**Sent:** 8/5/2018 7:06 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:** "Tobias, Jessica L." <tobias.80@osu.edu>  
**Subject:** Re: follow up

---

Thanks very much, Kim. This is very helpful and much appreciated.  
—Chris

On Aug 5, 2018, at 7:57 AM, Heaton, Kim <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)> wrote:

Hi Jessica & Chris,

Just wanted to follow up from our meeting last week. Attached is any correspondence I had regarding the EAP information sent to Zach. I also checked my calendar and found a meeting on Friday 10/30 at 10:15am with Gene, Miechelle Willis, Dan Wallenberg and Jerry Emig (they are both in our communications office). I am assuming it was related to this issue, but can't say for sure, it is just title "10:15 Meeting with Gene"

Regarding Hiram, I believe there was an issue in 2014 that Julie was involved in, I was not, and she produced a letter outlining his expectations. I'm assuming it is in his personnel file, but if not let me know.

If I can help in any other way please let me know.

Kim

<mime-attachment>

<mime-attachment>

**From:** "Heaton, Kim" <heaton.19@osu.edu>  
**Sent:** 11/1/2015 10:11 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** employee assistance program

---

Hi Zach,

Gene and I wanted to pass along information about the university's employee assistance program. This is a free benefit which offers counseling and other resources and tools for employees who may be going through a difficult time. Here is a link to more information:

<https://www.osuhealthplan.com/members/ohio-state-employee-assistance-program-eap/>

I strongly encourage you reach out to them this week. If you have any questions or if I can help in any way please let me know.

Thanks,

Kim

**KIM HEATON**

HR Director | Ohio State Athletics

Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.247.7025

F 614.292.0199

[heaton.19@osu.edu](mailto:heaton.19@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** "Heaton, Kim" <heaton.19@osu.edu>  
**Sent:** 11/1/2015 2:44 PM  
**To:** "Voltolini, Brian" <voltolini.5@osu.edu>  
**CC:**  
**Subject:** Re: Zach Smith

---

Hi Volt,

I gave him the info for the employee assistance program. If he does meet with a counselor it is all confidential, they will not be able to share with me whether or not he attends. Zack will have to share that with you.

Let me know if you have any questions or need any more info.

Kim

Sent from my iPhone

On Nov 1, 2015, at 11:24 AM, Voltolini, Brian <[voltolini.5@osu.edu](mailto:voltolini.5@osu.edu)> wrote:

Kim

Coach talked to this morning about a plan with Zach.. He wanted me to be the person that follows up with Zach and you to make sure this happens and that Zach does indeed go..

Can you give me whatever information you can on this?

Can I be involved?

Thanks

Brian



**From:** "David Rogers" <murraykyracers@yahoo.com>

**Sent:** 8/4/2018 7:23 AM

**To:** "Wallenberg, Dan" <wallenberg.1@osu.edu>, "Emig, Jerry" <emig.2@osu.edu>, "Kuhlman, Kyle J." <kuhlman.137@osu.edu>, "Morando, Alex" <morando.2@osu.edu>, "Heaton, Kim" <heaton.19@osu.edu>, "Farris, LaToya" <farris.97@osu.edu>, "Richard, Shaun" <richard.149@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>, "Oman, Janine" <oman.7@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>, "Penner, Michael" <penner.2@osu.edu>, "Sefner, Heather" <sefner.1@osu.edu>, "Odierno, Frank" <odierno.5@osu.edu>, "Schmitt, Alicia M." <schmitt.262@osu.edu>, "Sow, Ndiouga" <sow.3@osu.edu>, "Hanely, Jason" <hanely.2@osu.edu>, "Odoguardi, Joseph" <odoguardi.1@osu.edu>, "Petit, Gary M." <petit.38@osu.edu>, "Rybak, Brett" <rybak.13@osu.edu>, "Kirchner, Jennifer" <kirchner.29@osu.edu>, "Parker, Leann" <parker.387@osu.edu>, "Birkemeier, Jordan" <birkemeier.5@osu.edu>, "Shingledecker, Katie" <shingledecker.8@osu.edu>, "Murphy, Maura" <murphy.1032@osu.edu>, "Waite, Ben J." <waite.51@osu.edu>, "Bunting, Judy" <bunting.1@osu.edu>, "Harris, Raymont" <harris.158@osu.edu>, "Cloran, Dan" <cloran.10@osu.edu>, "Edsinger, Lori" <edsinger.1@osu.edu>, "Kindig, Patrick" <kindig.3@osu.edu>, "Jones, Tyler R." <jones.5104@osu.edu>, "Clark, Caleb L." <clark.1365@osu.edu>

**CC:**

**Subject:** Really?

---

Couldn't find Gene's email so thought you could share. First, you still have Zach Smith listed as a coach with a phone number. Nice. Second, I am so impressed with the standard reporting process that you have instructed your coaches to use - lie profusely to the public. That always works. Urban is a LIAR and has admitted to it but blamed it on OSU policies. He is not OSU loyal - he is already throwing you under the bus as it being your policy. Really? OSU tells coaches to lie? That's a novel approach. How is that working for you? Has it worked out for you now? Urban has lawyered up and you will find that he will not get fired for cause without a fight - he is not OSU loyal. He will cover his own &%#. Do you guys yet have an estimate of how much real \$\$\$ this has just cost you? Directly you will have lawyers galore working on this and that is not cheap. You will suffer from donations and support. Any estimate? You have suffered loss of goodwill to the world. OSU has now joined Penn State and Michigan State as terrible examples of sports being king and wives get beaten by coaches, young boys get raped, and gymnast girls being molested are to be discarded. Great BIG 10 education and I will email the conference and NCAA also. I will try to find the president's email and your AD's email, but they seem to be insulated from such so you got this. I'm embarrassed for you. This just made the job for every one of you more difficult. Have fun...

**From:** "The Columbus Dispatch" <info@dispatchwebgroup.com>  
**Sent:** 8/4/2018 5:33 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** OSU headlines: Urban Meyer says he reported allegation regarding Zach Smith

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Buckeye News

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Saturday, August 04, 2018

## TOP STORY

### Urban Meyer says he reported allegation regarding Zach Smith

Ohio State football coach Urban Meyer acknowledged on Twitter on Friday that he mishandled his answer last week during Big Ten...

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## MORE TOP BUCKEYE NEWS

### Ohio State Football | Buckeyes stay focused despite chaos

Joshua Perry liked what he saw when the 2018 Ohio State football team took the field for the first practice of the preseason Friday, the first opening practice since 2012 without coach Urban Meyer.

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### Zach Smith denies hitting ex-wife, says Ohio State officials knew about 2015 allegations

Fired Ohio State assistant football coach Zach Smith said Friday in a radio interview that he never physically harmed his ex-wife and that Ohio State officials - including football coach Urban Meyer and athletic director Gene...

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### Read the full text of Urban Meyer's statement

Ohio State football coach Urban Meyer releases first statement since Ohio State investigation began. Ohio State is investigating how much and when head football coach Urban Meyer knew of domestic violence allegations involving former...

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### Ohio State football | First practice without Urban Meyer impresses former Buckeye

Joshua Perry liked what he saw when the 2018 Ohio State football team took the field for the first practice of the preseason Friday, the first opening practice since 2012 without coach Urban Meyer."They looked as focused as...

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Video: Tim May and The Sporting News' Bill Bender discuss Meyer crisis

Columbus Dispatch football beat writer Tim May and The Sporting News Bill Bender talk about the Urban Meyer crisis at Ohio State.

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The Columbus Dispatch  
5300 Crosewind Dr



**From:** "Chris Tapley" <ctapzilla@gmail.com>  
**Sent:** 8/4/2018 12:27 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Football

---

To the Athletic Department of Ohio State University,

This email shall serve as my letter of interest in the upcoming head coaching vacancy. I am sure that the previous coach will be terminated, unless your staff is made up of lizard people.

I have a very illustrious career in college football, my many achievements I can showcase at my inevitable interview. Among the highlights is an impressive 32-1 in online Xbox play. There are very few that have the understand of the option that I do.

One of the biggest differentiating factors between myself and the previous regime is that the only domestic argument that will occur will be the debate between Miller, Coors, Budweiser and Natty.

Thank you for your time and I look forward to you hosting me in Columbus.

Your Next Coach,  
Chris Tapley

Sent from my iPhone

**From:** "Jon Meyer" <jonphillipmeyer@gmail.com>  
**Sent:** 8/3/2018 8:04 PM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** how can you even work for that kind of administration

---

What a joke. You guys care about nothing short of winning games on the field... if a student was accused of knowing about abuse or a professor was accused of keeping an assistant on board if they abused someone, what would THE ohio state university do? Immediate termination.

Can't wait for this stupid "investigation" to end so we can all move on to the fact that you guys give zero fucks about anything but producing a winner on Saturdays.

**From:** "The Columbus Dispatch" <info@dispatchwebgroup.com>  
**Sent:** 8/3/2018 4:12 PM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Breaking News: Zach Smith denies ever hitting his ex-wife

Breaking news from the Dispatch

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BREAKING NEWS

6:12 PM • Friday, August 03, 2018

Zach Smith denies ever hitting his ex-wife

Fired Ohio State assistant football coach Zach Smith said Friday in a radio interview that he never physically harmed his ex-wife.

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**From:** "College Athletics Clips" <nick@collegeathleticsclips.com>  
**Sent:** 8/3/2018 2:41 PM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Ohio State: Save the Brand or Save the Coach?

---

Dear Kim,

Greetings from the Clips Independent Investigation Ship. Hope you are well.

Yes, this is the third Clips eFlash that has been issued in less than 48 hours, but the Urban Meyer story has hijacked college sports news. Due to the attention being paid to the Urban Meyer situation has resulted in a greater frequency of Clips coverage.

The *new* news (as of now, Friday @ 2:45pm) is the conjecturing and posturing and complaining about the "independent board and working group" that is being formed in Columbus.

Sports Illustrated's legal expert Mike McCann wrote two great articles, one of them just a couple of hours ago. Mike provides a lawyerly—but nevertheless quite understandable—thought process in which he says that Ohio State University was very smart to have called in an independent board.

Earlier this morning, when I sent out a riveting and award-worthy Clips eFlash (cleverly titled *The Investigation and Judgment of Meyer's Leadership Has Begun*), I included a survey to tap in to special savvy of Clips' awesome subscriber base.

Mind you, these quick-and-dirty surveys would not pass the smell test in more scientific settings, but they are nevertheless a decent, quick read about what D1 athletics administrators think.

Also the relatively small sample size and the clumsily worded questions yield results and conclusions that are more, ah, "directional" than they are conclusive.

We asked two questions:

1-*If it is found that Coach Meyer did indeed know what he said he did not know (i.e.-that there was spousal abuse going on), should he be fired?"*

2-*"If Meyer get fired, should it be 'for cause'and thus he would be denied the remaining \$38 million in his contract?"*

We randomly selected 243 of our subscribers, and got back 110 responses. The 110 responders included ADs, Sr/ AssocAssoc/Asst ADs, conference executives, Presidents, compliance people, SIDs, etc.

For question one, "Should he be fired if he knew"

Yes . . . 65

No . . . 31

No response: 14

For question two, "If he gets dismissed, should he get the remaining \$38 million on his contract?"

Yes . . . 40

No . . . 56

No response . . . 14

Take it away Mike McCann . . .

## Setting Expectations for the Group Responsible for Investigating Urban Meyer

*By Michael McCann, SI.com, 8-3-18*

**In the latest development** over whether Urban Meyer satisfied his legal and contractual duties to notify Ohio State administrators about domestic violence allegations against former assistant coach Zach Smith, the Ohio State University Board of Trustees on Thursday announced that it was convening an “independent board and working group” to investigate how the university responded to the allegations. The board will include two prominent legal figures—former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart—as well as former Ohio Speaker of the House Jo Ann Davidson and three OSU trustees (Alex Fischer, Janet Porter and Alex Shumate).

From a legal standpoint, the convening of the board is significant for several reasons.

First, the summoning of a specialized board creates some degree of distance between the university and Meyer, whom the university on Wednesday placed on paid administrative leave. If the university instead relied exclusively on its own general counsel and other attorneys employed in the university’s office of legal affairs, Meyer and his legal team would have a greater opportunity to argue that the school failed to satisfy due process requirements in how it evaluated him.

To that point, should Ohio State ultimately fire Meyer with cause—which, as I explained on Wednesday, would mean that he loses the right to receive the more than \$38 million remaining on his employment contract—Meyer would almost certainly sue the school for breach of contract. In such a lawsuit, Meyer would argue that university officials were motivated or even pressured to interpret evidence and testimony in a light adverse to Meyer. After all, the school would like this controversy to go away quickly—if it saves roughly \$38 million in the process, even better. A so-called “independent board” to some extent insulates the university from the investigation’s findings and suggests that those findings were credibly made. Conclusions reached by the board will be viewed as “independently reached” rather than as byproducts of a university-led perspective.

For similar reasons, Ohio State has elected to place Meyer on paid administrative leave rather than suspending him without pay. A suspension, Meyer’s legal team would contend, implies that the university has already reached a conclusion about Meyer’s guilt. To the extent such a critique is valid, the university can’t credibly present itself conducting an impartial investigation, nor can it claim that Meyer has been accorded a sincere chance to defend himself. Given that Ohio State is a public university, it will need to satisfy due process requirements in how it handles Meyer. If it appears that Meyer was prejudged by the university, Meyer’s attorneys would pounce on that to argue the coach was victimized by unlawful bias.



By convening a specialized board, the university gains the advantages of putting the situation in the hands of talented and skilled investigators. Morford and Stewart, two former top prosecutors, will know what they're doing and they'll have the necessary skill set to acquire evidence and learn facts. Both men also do not appear to have educational ties to Ohio State—Morford is a graduate of Hope College and Valparaiso University School of Law, while Stewart holds degrees from Stanford University, Columbia University and Harvard Law School. They are presumably not Buckeyes fans whose association or fandom could be cited by Meyer as potential grounds for prejudice.

### **RESTRAINTS ON THE SPECIALIZED BOARD'S ROLE AND INFLUENCE**

The “independent board and working group” is not without limitations and vulnerabilities.

For one, it's not really independent. The university is presumably paying the board's members, a point which the members will surely appreciate. This is not a board picked by an independent body without a stake in the controversy. To be sure, the university would like the board to find the truth. However, even if Ohio State does not verbalize such a point to the board, the university would prefer the truth not implicate top officials at the school. Further, whether or not the specialized board is given real autonomy, the fact that the university is presumably paying board members stands in the way of complete independence.

In addition, the specialized board is not designed as a fully autonomous entity. Ohio State's press release specifically expresses that the “independent” board “will direct the work of the investigative team and be available to provide consultation and advice and assist with communication to the full board on the matter.” This language indicates that the specialized board will collaborate with the Ohio State Board of Trustees. Furthermore, half of the specialized board's six members are also members of the Board of Trustees. This point further emphasizes that the design of the board is to be connected to, rather than separate from, the university.

Second, the specialized board will lack powers enjoyed by prosecutors and other government officials. Irrespective of how many former prosecutors and former public officials are members of a private investigative board, the board is a private enterprise. Such a board lacks subpoena powers, meaning it can't compel witnesses to speak or share evidence. Likewise, the board can't force witnesses to testify under oath. This means that witnesses can knowingly lie without fear of being charged with perjury. Given that witnesses often have reasons to distort their recollections in ways that deflect blame from them, witnesses often become less reliable narrators of past events when they're not deterred by the very serious requirements of delivering sworn testimony.

In some cases, there are workarounds to these dynamics. For instance, an Ohio State employee might not be legally compelled to speak with the board, but if that employee fears being fired for failing to cooperate with an investigation, he or she may open up and share electronic records. However, these workarounds are less useful when witnesses are not employed by Ohio State.

*Michael McCann is SI's legal analyst. He is also Associate Dean of the University of New Hampshire School of Law and editor and co-author of The Oxford Handbook of American Sports Law and Court Justice: The Inside Story of My Battle Against the NCAA.*

## **Legal Angles of Ohio State's Probe Into Urban Meyer's Knowledge of Charges Against Zach Smith**

*By Michael McCann, SI.com, 8-1-18*

**As reported** by college football reporter Brett McMurphy, Ohio State football coach Urban Meyer is accused of misleading media on July 24 when Meyer alternatively downplayed and denied awareness of domestic violence allegations previously brought against his former wide receivers coach, Zach Smith. During the Big Ten media day July 24—one day after Meyer fired Smith in the wake of Smith becoming the subject of a temporary restraining order—Meyer described a 2009 incident in which Smith was arrested for battering his pregnant wife, Courtney Smith, as “what was reported wasn’t actually what happened.” Further, Meyer said of a 2015 incident in which Smith was accused of battering his wife as being news to him. Meyer explained that he had received a text the night before (July 23) about an incident involving Smith in 2015 but that “there was nothing . . . once again, there’s nothing—once again, I don’t know who creates a story like that.”

McMurphy’s reporting indicates that Meyer may have known much more about Smith’s alleged mistreatment of his ex-wife than Meyer had let on to the media. The reporting also suggests that Meyer should face serious questions as to why he kept Smith on his staff until last month.

Late Wednesday, Ohio State placed Meyer on paid administrative leave. The university will now investigate whether, and to what extent, Meyer and other university officials could have violated their legal and contractual obligations.

Smith, 34, was served a domestic violence civil protection order in July. The order is set to last five years and prevents Smith from going within 500 feet of Courtney Smith. To be clear, a domestic violence civil protection order is not a criminal conviction. Such an order requires a lower burden of persuasion—“good cause” or “preponderance of the evidence”—than the “beyond a reasonable” burden necessary for a conviction. Murphy’s reporting also indicates that Smith will have an opportunity to contest the order in court on August 3.

Still, the issuance of the order is cause for serious concern—it means that a judge has at least tentatively found that Courtney Smith is in immediate and present danger of violence and that such an order is necessary to protect her and her two children (the Smiths have two children, one is eight years old and the other is six) from Zach Smith.

Smith, who was on Meyer’s Florida coaching staff from 2005—09 and who had been on Meyer’s Ohio State coach staff since 2012, is no stranger to domestic violence allegations and their criminal law implications. As McMurphy details, police arrested Smith for aggravated battery on a pregnant victim in 2009. Courtney Smith declined to pursue the charge, allegedly at the behest of persons close to Meyer. Smith was also investigated by law enforcement in 2015 for assault, domestic violence and stalking. He and his wife divorced in 2016, but a year later Smith was accused of making threats while trying to enter his ex-wife’s residence. He received a criminal trespass warning following those alleged threats and



then violated the warning this year. The violation led to an arrest for misdemeanor trespass.

While Smith's record of allegations is disturbing, it should be noted that Smith has not been convicted of any crimes.

McMurphy's investigative reporting contains numerous details as well as excerpts of key pieces of evidence and legal records. McMurphy obtained text messages purportedly sent from Smith's wife, Courtney Smith, and Meyer's wife, Shelley Meyer, which indicate that Smith's alleged acts of domestic violence may have been known to Urban Meyer and other members of the Buckeyes' coaching staff for several years. Courtney Smith contends that all of the Ohio State coaches' wives knew. That said, in an interview with Stadium, Courtney Smith acknowledged that she did not confirm with Shelley Meyer if Shelley had told Urban about the 2015 incident.

### **LEGAL IMPLICATIONS, INCLUDING IF OHIO STATE EVENTUALLY SEEKS TO FIRE MEYER**

There are a number of legal questions that various stakeholders will attempt to answer in the approaching days, weeks and months. One is whether Urban Meyer and/or Shelley Meyer may have failed to adhere to reporting obligations under the Title IX (as well as reporting obligations under the Clery Act and Title VII) and, if so, the potential ramifications for them and Ohio State. As with other Ohio State employees who supervise students, both Urban Meyer, as head coach of the Ohio State football team, and Shelley Meyer, as an instructor in Ohio State's College of Nursing, are required to make timely reports of certain allegations of sexual violence and harassment to relevant university administrators. Those administrators include Ohio State's Title IX coordinator and, in the case of Urban Meyer's reporting, athletic director Gene Smith.

Under Title IX, allegations that require reporting are those that concern the programs or activities of the university; here, an Ohio State football coach allegedly battering his wife likely qualifies as concerning the university. To bolster that interpretation, the university's sexual misconduct policy unambiguously states, "Any employee who receives a disclosure of a sexual assault or becomes aware of information that would lead a reasonable person to believe that a sexual assault may have occurred involving anyone covered under this policy, must report all known information immediately" (emphasis added). Potential violations of Title IX can be investigated by the Justice Department's Office of Civil Rights and persons victimized by such violations can bring civil lawsuits against the university.

There are many unanswered questions as it relates to potential reporting issues. For one, it's possible that university officials were already aware of the 2015 allegations against Smith—either through the Meyers or through other persons, including members of law enforcement or court officers—before Meyer's press conference. Along those lines, the fact that Urban Meyer denied awareness of the 2015 allegations to the media doesn't mean that he took the same approach with university officials. Meyer was not under oath while speaking with the media, nor was he otherwise obligated to tell journalists the truth.

Along those lines and like in any major sports controversy involving a large university, it is safe to assume that there are many more important facts that will become known. Those facts could substantially change the trajectory of the story and how we interpret the behavior of those implicated.

In addition to reporting issues, there is the possibility that Ohio State might eventually seek to fire the 54-year-old Meyer and do so "for cause"—meaning without pay and due to alleged unethical behavior. Meyer's employment contract, which runs through 2023, is set to pay him \$7.6 million next year. Under the termination provision of the contract, the

university retains the right to fire him for cause in a number of circumstances. A public version of Meyer's contract (this version is from the point in which the contract was extended in 2015) mentions the following "for cause" circumstances:

Depending on how the facts develop, any of those three provisions could theoretically apply to Meyer: he could be accused of violating the university's sexual misconduct policy, engaging in dishonesty in his duties as coach and failing to notify his athletic director about potential violations of university rules.

By placing Meyer on administrative leave, Ohio State will investigate the allegations and review its options. Further, by placing Meyer on paid leave, Ohio State avoids the potential legal pitfall of financially harming Meyer before making substantive determinations against him. If the university doesn't give Meyer a fair shake—such as by punishing him before finding him at fault—he could argue in court that he was denied due process. In that same vein, Ohio State placing Meyer on paid leave ensures the school doesn't unwittingly give him an opportunity to seek a court injunction to return to work.

Should Ohio State at some point move to fire Meyer with cause, he would almost certainly then sue the school for breach of contract. Meyer would stress, among other points, that Smith was not convicted of any crimes. In addition, Meyer would argue that he was under no legal obligation to fire Smith and that none of Meyer's superiors instructed him to fire Smith. Meyer might also express or imply that other university officials, such as the athletic director, general counsel and dean-level administrators, had multiple opportunities to learn of, and respond appropriately to, the allegations against Smith. To the extent Meyer could implicate other university officials in any wrongdoing, the school might seek to avert a lawsuit and negotiate a settlement with him.

*Michael McCann is SI's legal analyst. He is also Associate Dean of the University of New Hampshire School of Law and editor and co-author of The Oxford Handbook of American Sports Law and Court Justice: The Inside Story of My Battle Against the NCAA. So, what does the Taconic Parkway and an obscure movie have to do with the first week of college football? Sorry, not a lot. But I hope you enjoyed the little trip down memory lane.*

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*Below are the latest postings on the Clips website:*

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## Facility Friday: Northwestern's Walter Athletic Center, ECU Locker Room

This week, Northwestern University dedicated its brand new Walter Athletics Center. The facility, located on the banks of Lake Michigan in Evanston, Ill., ...

### **Man Leaves Puppy in Gym Locker**

Fitness club owners see it all and have to be prepared to deal with just about any situation. Such was the case at an LA ...

### **Ohio State Closes Ranks as Scandal Looms**

Ohio State closed ranks around the rollout of its football season as the university investigates whether coach Urban Meyer failed to report domestic abuse allegations ...

### **Clause in Meyer's Contract Could Make Firing Him Easier**

A clause added to Ohio State football coach Urban Meyer's contract earlier this year raised the stakes on his handling of allegations an assistant coach ...

### **Opinion: Pressure on OSU to Do the Right Thing with Meyer**

It's Wednesday evening and the television is on in the background, tuned to ESPN, and there are a lot of football people breaking down a ...

### **Study: Soccer Headers Do More Damage to Women**

The loud clacking sounds and cocoon-like enclosed space of the MRI machine lulls soccer player, teacher and now coach Kiah Mahy, 25, into a peaceful ...

### **HS Swimmer Gets Six-Month Drug Ban**

A member of the Hauppauge (N.Y.) High School swim team has accepted a six-month suspension from USA Swimming events and practices after testing positive for a ...

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For the second time in less than a month, Springfield (Ill.) Park District police are investigating obscene vandalism at Iles Park's pickleball courts. The spray-painting ...

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When University of Richmond football players report for the team's first preseason practice Friday, they'll be greeted by a new locker room, a new ...

### **Austin City Council Still Has Concerns Over Stadium Plan**

Jimmy Flannigan of Austin (Texas) City Council used a soccer reference to sum up his thoughts on a term sheet between the city and Crew SC ...

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### **Yesterday's Most Read**

#### **Ohio State's Meyer Placed on Administrative Leave**

Ohio State placed football coach Urban Meyer on paid administrative leave Wednesday while it investigates claims that his wife knew about allegations of domestic violence against an assistant coach years before he was fired last week.

### **Reader Comments**

### OSU Wrestlers Pressured to Recant Abuse Allegations

The cover-up continues and to think the coach tweets an attempt to change a ...

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Dear Kim,

Greetings from the Clips Integrity Ship. Hope you are well.

For sure the Urban Meyer "paid administrative leave" situation has captured most peoples' attention. Most people in the Clips audience are likely well apprised of what allegedly happened, what didn't happen and what shoulda happened.

But we are not yet sure what Meyer knew and when he might have known it. So we will wait for the judgement of the independent investigators.

Below are two articles that provide a several-days-later accounting of the Meyer situation. The first is by Andrea Adelson, and she provides a sobering description of Meyer's six year tenure as football coach at the University of Florida. Part of her article describes "misbehavior" by his players.

*A decade ago Urban Meyer built a championship program at Florida, burnishing his reputation as one of the greatest coaches in the game despite his bringing in and keeping troubled players. Nobody really cared all that much. Florida football was rolling, and though the arrest reports kept growing, not one administrator came down on Meyer or the way he handled his players.*

Adelson says that Meyer's players were arrested thirty times during his six seasons, some for domestic battery and felony theft.

Meanwhile, ultra nice guy Tim Tebow mitigated the grim imagery by cavorting around as the squeaky clean stud that he was.

In the second article Yahoo Sports' Pete Thamel frames out a likely scenario of the investigation of Meyers.

And finally, from the front page of today's New York Times (above the fold) comes a long article about the alleged abuse of Ohio State wrestlers. See graphic below.

Ohio State is obviously going through a tough time; on the front page of the New York Times today is an article about the alleged molestation of Ohio State wrestlers from decades ago.

More later.

Nick Infante, Clips Editor

**As society has evolved, Urban Meyer hasn't**

*By Andrea Adelson, ESPN, 8-2-18*



**Urban Meyer today** is the same Urban Meyer who walked the sideline at Florida: a head coach so driven to win, he was willing to tolerate misconduct among players and alleged misconduct among assistants as long as it meant competing for championships.

But there is one big difference. Forgiving and forgetting domestic violence, sexual assault or abuse against women is no longer the norm. Nobody is too big to go down in college sports, not anymore. Not after what happened with Art Briles and Baylor or what happened for decades to Michigan State gymnasts or what is happening now at Ohio State. Meyer, 54, was placed on paid administrative leave Wednesday as the school announced it is investigating Courtney Smith's claims that several people close to the coach knew of a 2015 allegation of domestic violence against her ex-husband, former Ohio State assistant football coach Zach Smith, who was fired in July.

A decade ago, that was not the case. A decade ago, Urban Meyer built a championship program at Florida, burnishing his reputation as one of the greatest coaches in the game despite his bringing in and keeping troubled players. Nobody really cared all that much. Florida football was rolling, and though the arrest reports kept growing, not one administrator came down on Meyer or the way he handled his players.

In retrospect, Tim Tebow gave Meyer much needed cover for the ugliness that continues to stain the Florida program today. All the positive headlines Tebow drew during his illustrious career there helped deflect a growing problem: an out-of-control locker room.

Ohio State placed head coach Urban Meyer on administrative leave Wednesday, as it investigates Courtney Smith's claims that several people close to Meyer knew of a 2015 domestic violence allegation against her ex-husband, former OSU coach Zach Smith.

During Meyer's six-year tenure at Florida, some 31 players were arrested, with at least 10 accused of crimes ranging from misdemeanor battery to felony domestic assault to felony theft to domestic battery. Punishment varied depending on the player, but let's just say it was uneven at best. In perhaps the best example that illustrates that, star running back Chris Rainey was suspended only four games in 2010 after he was charged with aggravated stalking for allegedly texting his girlfriend, "Time to die, b----."

Not included in that arrest total? Then-graduate assistant Zach Smith, arrested in 2009 for allegedly shoving his pregnant wife against a wall. Meyer explained last week at Big Ten media day that he and his wife, Shelley, got involved to help Smith and his wife through counseling. Meyer went on to deny knowing that Smith was investigated for domestic violence in 2015. Courtney Smith, Zach's now-ex-wife, said Wednesday that she told Shelley about both the 2009 and 2015 incidents.

The counseling explanation sounded eerily similar to comments Meyer made about former player Aaron Hernandez, who killed himself in 2017 after he was sentenced to life in prison for murder. Meyer once said he used to have Hernandez over to his home for Bible study, and he and Shelley counseled Hernandez to stop hanging out with his childhood friends in Connecticut. (In April 2007, Hernandez settled out of court and received deferred prosecution following a bar fight. He was later questioned by police but never charged following a Gainesville shooting that September.)

Urban Meyer job at Ohio State is in jeopardy over his handling of accusations of domestic violence against an Ohio State assistant coach. Christian Petersen/Getty Images

"We knew that every time he went home -- and that was a concern of mine -- every time he would go to Connecticut, I'd have players on my team say, 'Watch this guy. Watch when he comes back,' so I would visit with him," Meyer told Andrea Kremer for HBO's "Real Sports

with Bryant Gumbel" in 2014. "He was knee-deep in our family."

Before the societal sea change over the past several years, coaches could get away with believing themselves to be saviors or father figures, purveyors of second chances for so many troubled souls. It's a God complex that isn't isolated to Meyer but is symptomatic of the coaching culture in general.

It was only after he left Florida that a slow examination of what Meyer allowed to happen began in earnest. Even he told Kremer in 2014 that he made mistakes at Florida. "If I look back now, the biggest mistake, I probably gave second chances to some people that maybe [I] shouldn't," Meyer said. "But this is someone's son. I know in my soul we're doing it right, doing the best we can. Did we make mistakes? We make mistakes."

Perhaps Meyer learned from those mistakes as it relates to player behavior. During his tenure at Ohio State, only a handful of players have gotten into legal trouble. The most notable was running back Carlos Hyde, who was suspended for three games in 2013 after police began investigating him for allegedly assaulting a woman.

But it was a different story among the staff. Meyer brought on Smith, a man Meyer knew had been alleged to abuse his pregnant wife. He brought on former Indiana coach Kevin Wilson, who resigned after he was accused of mistreating his players. He stuck by Greg Schiano after a deposition came to light alleging that Schiano knew about Jerry Sandusky's child abuse at Penn State, allegations Schiano denies.

Did Ohio State administrators even bother questioning those moves? Or Meyer's past at Florida?

This whole time, it has been up to administrators to hold Meyer accountable. Nobody ever did until Courtney Smith decided to speak up. In this rare instance, she provided not only photos but also text messages to back up her claims that at least Shelley Meyer knew what happened to her in 2015, despite Urban Meyer's denials.

And then the college football world stopped and actually listened.

While no permanent decision has been made on Meyer's future, Ohio State administrators have shown that they are listening.

Given the shift we have seen in our society, from Baylor to the #MeToo movement, Meyer was finally forced to listen. His past at Florida has come back to him in a rather unexpected way, all thanks to the decision he made almost a decade ago to give Zach Smith a second chance.

In those 10 years, the world started to change. It seems Meyer hasn't changed quickly enough.

*This article has been reprinted with the permission of ESPN.*

**What's next for Urban Meyer and Ohio State? Here are 7 questions that will**



## **determine coach's fate**

**COLUMBUS, Ohio** – With Urban Meyer put on paid administrative leave by Ohio State University, his future at the school will be determined by an investigation. The investigation will center around what the university termed “these allegations” in a statement, which are in reference to text messages and allegations of domestic abuse against former Buckeyes assistant coach Zach Smith by his ex-wife.

Yahoo Sports contacted lawyers and administrators who have dealt with similar issues and investigations to break down how things could unfold legally. What legal issues will determine Meyer’s fate? Here’s a look at some of the legal nuance that will loom over the investigation.

### **What does ‘paid administrative leave’ mean?**

Regardless of the results, this is a step that allows Ohio State to show publicly that they have taken the case seriously. Stu Brown, an Atlanta-based attorney who frequently works with colleges on NCAA-related cases, said that this step “puts the university in the right position to defend itself regardless of how the process plays out.”

If the university re-instates Meyer with no punishment, this step shows the conclusion wasn’t pre-determined. If they fire him, it shows they’ve given all the involved parties notice of the gravity of the issues.

“Ohio State in a very preliminary early stage of the process started out by putting itself in the right position to defend itself regardless of how the process plays out,” Brown said.

The university announced Thursday afternoon that it has formed a “special, independent working board group” for the investigation and it is comprised of both OSU trustees and respected outsiders.

### **What factors will investigators look at?**

The heart of what the investigators will be looking at is what Meyer knew about allegations of abuse, with events from 2015 presumably at the forefront. (That’s when Courtney Smith texted Shelley Meyer pictures of the alleged abuse, and Shelley Meyer inquired her about getting a restraining order.)

“It’s based on known or should have known standards, reasonable should have known standards,” said Brown, who is not affiliated with the case. “People can be skeptical. I don’t know if it’s an established fact that he had actual knowledge. That will be an area of the investigation. What did his spouse tell him, if anything? People may tell him they presume that was shared; I don’t think we should conclude that was shared until it’s further investigated.”

### **What will the timeline be?**

There’s no clear answer here, as universities are notoriously risk averse and Ohio State will clearly take their time until they’re comfortable with the results. There’s nearly \$40 million at stake with Meyer’s contract and the football program is worth more than \$100 million, so the university isn’t going to rush here. Ohio State has named offensive coordinator Ryan Day the interim coach, and he’ll be in charge when the football team practices for the first time on Friday.

### **How could this play out?**

“I think this will be faster rather than slower,” Brown said. “For a number of reasons. This is

not a typical Title IX investigation about underlying misconduct. This is not an investigation [whether] certain conduct [happened] where there needs to be a lot of information about an underlying event. Here, it was information that was out there. Was it [brought] to you? If it was, what did you do with it? That's much more clear-cut and easier and quicker issue to explore than the he-said, she-said in [a typical Title IX] investigation."

One lawyer estimated perhaps two weeks as a reasonable timeline.

### **What was Urban Meyer obligated to report?**

In April, the university extended Urban Meyer's contract through 2023 and bumped his salary to \$7.6 million for the upcoming season. The contract extension included an added provision that could loom large if the university decides to part ways with Meyer.

Ohio State would owe Meyer nearly \$38 million if they fire him without cause, but that scenario is unlikely. The contract addendum states that Meyer has to report a "known violation" of Title IX and defines it as "a violation or an allegation of a violation of Title IX that Coach is aware of or has a reasonable cause to believe is taking place or may have taken place." Included in the provision are: "Sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking." Meyer is obligated to report to Ohio State's Title IX coordinator or deputy Title IX coordinator.

The added provision also covers Meyer's time at Ohio State and elsewhere: "Encompasses findings or determinations of violations during employment of Coach at Ohio State or any institution of higher learning." Legally, if Ohio State finds a violation, multiple lawyers told Yahoo Sports there's ample legal justification to fire him for cause.

### **What are the looming Title IX issues?**

Yahoo Sports spoke to an Ohio-based attorney with Title IX expertise on Wednesday night. Urban Meyer is considered a mandatory reporter under Ohio State's Sexual Misconduct Policy. He's required to report all violations of domestic misconduct under the university's Title IX policy, which the policy says includes "sexual harassment, sexual violence, relationship violence, and stalking."

This means the investigation, at its core, will likely hinge on the extent of Meyer's knowledge and how he handled reporting it. "You have to report all violations of sexual misconduct, even those regarding third parties," said the lawyer, who declined to be named.

### **What are Shelley Meyer's Title IX obligations?**

Shelley Meyer is Urban's wife, a psychiatric nurse and clinical instructor at Ohio State. Text messages exchanged between Courtney Smith, the alleged victim, to Shelley Meyer shows she had knowledge of the alleged abuse. Shelley Meyer went so far as to encourage Courtney Smith to explore a restraining order, according to text exchanges published by football reporter Brett McMurphy: "Just want u to be safe. Do u have a restraining order? He scares me."

From a legal standpoint, the Title IX expert said that Shelley Meyer's role at the university doesn't make her a mandatory reporter. "This one is interesting," the lawyer said. "It doesn't appear she has supervisory duties. That's a key point under the policy. They have different reporting requirements for different categories of employees."

According to a legal health care expert in Ohio, Shelley Meyer's status as a registered nurse

does not obligate her to report domestic violence allegations to police. If Courtney Smith was her patient, she could not legally report the allegations to police. Since she was not her patient, there's neither a prohibition or obligation to report.

### **Is OSU at risk of a Title IX lawsuit from Courtney Smith?**

In short, no. According to the attorney: "There's not necessarily a Title IX claim here. The spouse of Zach Smith could not file suit against the university." The reason, according to the attorney, is that Courtney Smith is not a student at Ohio State and not seeking an education, which means she is unlikely to make a successful Title IX claim against the school.

(Editor's note: This story has been updated to reflect Ohio State's decision to form a panel for the investigation.)

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# The Dilenschneider Group

August 3, 2018

Mr. Gene Smith  
Senior Vice President/Director of Athletics  
The Ohio State University  
Fawcett Center  
2400 Olentangy River Road  
Columbus, OH 43210

Dear Gene:

First I am so sorry that this is happening to Ohio State and Urban Meyer.

Second, you -- Smith -- need to protect your position.

Third, "the committee" needs to act ASAP. Their inclination will be to take time. But time is not on Ohio State's side here.

Fourth, if it appears that Ohio State needs to move to dismiss Meyer, he needs to issue a brief exit statement and then go totally quiet for an extended period of time when he can determine what is next for him.

In that context, Smith needs to be public saying that you moved the instant this came to light and that behavior like this will simply never be tolerated in the University's athletic programs. It might be worth a public meeting of all coaches to underscore this.

Fifth, in the event that an ambiguous picture emerges -- and my guess is that this is the most likely short-term scenario -- there is only one strategy for Meyer. He needs to deny the allegations that he knew about and ignored the abuse. He needs to do this vigorously, forcefully and repeatedly.

Smith will need a position if this happens. Please let me know if you wish to discuss this.

Hope this is helpful.

Best regards,



Robert L. Dilenschneider

RLD:jma

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Buckeye News

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Friday, August 03, 2018

## TOP STORY

### Ohio State announces committee to investigate Urban Meyer

The Ohio State University board of trustees announced on Thursday night a six-person special independent working group to investigate head football coach Urban Meyer. The committee includes current trustees Alex Fischer, Janet Porter and and Alex Shumate.

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### How Title IX could determine whether Urban Meyer coaches again

On March 27, Urban Meyer signed a two-year contract extension that increased his salary by \$1.2 million to \$7.6 million per year. Included in that contract addendum was a little-noted clause specifying his responsibilities regarding possible violations of Title IX or related university policies.

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### Many Buckeye fans jump to Meyer's defense on Facebook, Twitter

After news broke Wednesday that Ohio State football coach Urban Meyer had been placed on paid administrative leave, legions of fans rushed to his defense. And hours earlier, when Courtney Smith said that she told Meyer's wife, Shelley, about abuse by her then-husband and assistant coach Zach Smith, legions of detractors rushed to question her motives.

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### Michael Arace | Defend Urban Meyer if you like, but if he knew about abuse he should be fired

A capable attorney representing Ohio State football coach Urban Meyer could tear through any case the university might make to fire him. Meyer just got bumped to \$7.6 million a year, so lawyering up shouldn't be a problem.

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Ohio State football beat reporter Tim May explains how Urban Meyer has been placed on administrative leave and the details of what we know now. [READ MORE](#)

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Somehow, it's already that time of year: back-to-school season. For students going away to college, this means more than packing just a backpack with some pencils: we're talking dorm decor and bedspreads, and maybe some furniture if they're going...

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**Subject:** Urban Meyer

---

Kim, this email is intended for gene smith. His email is down and I'm sure I know why. I'll keep this brief. No matter what urban did or didn't do in this matter. People in general deserve a second chance. If urban gets fired I'll never send another dime to OSU. Ever. Tressels firing was a debacle. Media disaster. Handled poorly. As a life time alumni member I'd like to be heard. Don't listen to the talking heads in the ESPN media etc. Stand behind him and his family. And the smiths. It's the right thing to do. We all make mistakes and family comes first.

Geoff Strohn class of 95

Sent from my iPhone



**From:** "Oman, Janine" <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Sent:** 8/2/2018 5:44 PM  
**To:** "Heaton, Kim" <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>  
**CC:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** RE: question from the Dispatch

---

Will do!

**From:** Heaton, Kim  
**Sent:** Thursday, August 2, 2018 6:44 PM  
**To:** Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Cc:** Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** Re: question from the Dispatch

Hi Janine, you can forward any media requests to Ben Johnson and/or Chris Davey.

Kim

Sent from my iPhone

On Aug 2, 2018, at 6:34 PM, Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)> wrote:

Kim-  
Who should I forward this request to? I wasn't sure who was coordinating media requests.  
Thanks!  
Janine

**From:** Rabinowitz, Bill [<mailto:brabinow@dispatch.com>]  
**Sent:** Thursday, August 2, 2018 4:24 PM  
**To:** Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Subject:** question from the Dispatch

Hi, Janine. Hope you're well. I know that you're the deputy Title IX coordinator for athletics, and I'm reporting on the Meyer investigation. Can you provide any information about whether coach Meyer notified you or Kellie of possible Title IX issues stemming from the 2015 Zach Smith domestic incident(s) related to his ex-wife?

Thanks.

Bill

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# The Dilenschneider Group

August 2, 2018

Mr. Gene Smith  
Senior Vice President/Director of Athletics  
The Ohio State University  
Fawcett Center  
2400 Olentangy River Road  
Columbus, OH 43210

Dear Gene:

Obviously we are not close to what is going on, but the world is aware of what is taking place with Urban Meyer and is focusing on him and Ohio State.

I am sure the lawyers are all over this.

What to do?

One example -- some prominent figures should hold a roundtable or a series of roundtables for Meyer who can talk about the importance of transparency and apology.

Let me know if you want to talk about this and other ideas.

Time is not your friend.

Best regards,



Robert L. Dilenschneider

RLD:jma

The Dilenschneider Group, Inc.  
Chrysler Building, 405 Lexington Avenue, 57<sup>th</sup> Floor, New York, NY 10174  
212 922 0900 (fax 212 922 0971)

**From:** "The Columbus Dispatch - Reader Relations" <service@email-dispatchservice.com>  
**Sent:** 8/2/2018 12:30 PM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Ohio State football: 2011 Buckeyes had to deal with major distractions, too

---

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### Ohio State football: 2011 Buckeyes had to deal with major distractions, too

A football program in tumult. A new coach in charge. Questions abounding. As it pertains to Ohio State in the wake of

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### City attorney: Convictions for strip-club employees in no-touching cases can be erased

The Columbus city attorney's office is prepared to erase the convictions for women who pleaded guilty to cases filed und...

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### Active shooter reported at Wright-Patterson Air Force Base hospital

There are reports of an active shooter at Wright-Patterson Air Force Base at the base hospital, according to an alert se...

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### Urban Meyer and Ohio State: What we know so far

Ohio State University announced Wednesday that head football coach Urban Meyer would be placed on paid leave while the s...

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### **Bob Evans Restaurants removes its 'breakfast coach' Urban Meyer from website**

Bob Evans Restaurants has pulled ads featuring Ohio State head football coach Urban Meyer from its website only days aft...

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## **HOMES**

Home-security systems aren't just for the wealthy. Here's how to choose one.

In 2016, there were an estimated 1,053,000 home burglaries in the United States, according to FBI data. That means there's a burglary about every 30 seconds.

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### **Ohio man accused of skinning dog, showing video on social media**

CANTON, OH -- A former Canton man has been arrested in Trumbull County, accused of skinning his pit bull alive and uploa...

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Saying Ohio's economic competitiveness and residents' livelihoods are at stake, Democratic gubernatorial candidate Richa...

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### **Photos: Looking for something to do? Here are the best bets for the weekend**

Here are the best bets for the weekend, August 3 - 5. Find more events at [Dispatch.com/calendar](http://Dispatch.com/calendar).

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### **FOP revokes endorsement of Judge Richard Frye after comments to defendant**

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**From:** "Ken Hess" <35crystaldr@roadrunner.com>  
**Sent:** 8/2/2018 11:05 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Urban and Gene

---

Hi Kim,

Time to DRAIN the SWAMP at OSU !!

- Meyer and Smith have got to go "BYE BYE" for harboring staff's domestic abuse secrets !!
- Shameful behavior

Cheers,

Ken Hess, Ph.D.  
Staff Scientist (retired)  
Boeing Space and Defense Group

**From:** "Athletic Business" <athleticbusiness@athleticbusiness.com>

**Sent:** 8/2/2018 12:13 PM

**To:** "Heaton, Kim" <heaton.19@osu.edu>

**CC:**

**Subject:** Outdoor Pool Design | Trouble at Ohio State | Cheating Concussion Tests

---

THURSDAY, AUGUST 2, 2018

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## Tips for Designing an Outdoor Pool

One of the three outdoor pool options presented to the Boulder City (Nev.) Parks and Recreation Commission earlier this year included a \$27.3 million plan ...

### **Ohio State's Meyer Placed on Administrative Leave**

Ohio State placed football coach Urban Meyer on paid administrative leave Wednesday while it investigates claims that his wife knew about allegations of ...

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### **Opinion: Meyer Must Go if He Protected Abuser**

It has never been enough for Urban Meyer to be just a football coach, even if being one of the best to ever do it ...

## **OSU Wrestlers Pressured to Recant Abuse Allegations**

Text messages indicate that retired Ohio State University wrestling coach Russ Hellickson pressured two former wrestlers to recant their allegations that they had ...

## **Report: Concussion Test Susceptible to Cheating**

A common test that screens for concussions can easily be duped, according to new research from Butler University that was reported by the Washington Post. ...

## **Report: Idaho AD's Response to Claims Inadequate**

University of Idaho Athletic Director Rob Spear "responded inadequately" to reports of sexual assault and harassment by athletes in 2012-13, according to an ...

## **Fitness Program Brings Workouts to Park**

A downtown Lebanon program is showing that four walls aren't necessary to pack the most into summertime exercise. ...

## **FHSAA Mulling Classification Overhaul**

Is high school football ready to wave goodbye to district tournaments and nine-classification sports? By the first whistle of August 2019, the answer could be ...

---

### **Chicago Suburb to Sponsor NCAA Bowl Game**

Not to be confused with the iconic "Elk Grove Bowl" bowling alley, Elk Grove Village is getting its own nationally televised college football bowl game ...

### **Council Meeting Dominated by Stadium Discussion**

The shadow of a downtown stadium loomed large over a packed meeting where the Spokane City Council was scheduled to consider only taxes for new ...

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SPokane

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### **Finley Center**

The City of Hoover's multipurpose Finley Center is constructed on a site adjacent to the existing Hoover Metropolitan Baseball Stadium and is the first phase of ...

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## FROM THE COMMUNITY

### Yesterday's Most Read

#### **Critics Slam Deal for Naming Rights to New Bucks Arena**

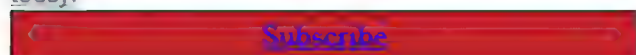
The Milwaukee Bucks' new arena is set to open later this summer and some are already crying foul over taxpayer monies being kicked back to the facility's namesake.

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**From:** jason.crawford94@gmail.com

**Sent:** 8/2/2018 11:45 AM

**To:** "Athletic Director" <athletic\_director@osu.edu>, "Heaton, Kim" <heaton.19@osu.edu>, "Cloran, Dan" <cloran.10@osu.edu>, "Oman, Janine" <oman.7@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>

**CC:**

**Subject:** Coach Meyer

---

I have to admit, I have never been a fan of him as a person, but this is total BS.

He didn't speak out about an "alleged" DVA? Even if it was true...this is the United States of America and what ever happened to being treated as Innocent until proven Guilty? I've never touched a girl in my life, but I can tell you I've had at least 3, tell my friends I beat them. Including my ex-wife; who later admitted in court she lied.

Coach Meyer treated him as innocent, until proven guilty. Once another allegation and just cause came, he was fired.

This is ridiculous.

We can't have another Tressel situation here. It took us years to get back to form, but this has nothing to do with football, college athletics or anything to do with Ohio State.

This was a DOMESTIC issue.

I work for a mortgage company. If one of my employees beats up his wife and I don't report it, do I get fired?

Hell no.

Do the right thing and stand with Coach Meyer. Even if I don't particularly like him. This is no reason for him to have to end an amazing career and legacy.

**From:** "Heaton, Kim" <heaton.19@osu.edu>

**Sent:** 8/2/2018 9:46 AM

**To:** "Vannatta, Julie" <vannatta.3@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>

**CC:**

**Subject:** paid admin leave letter

---

**KIM HEATON**

Executive Director, Administration & Chief of Staff | Ohio State Athletics

Fawcett Center 10th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.2477

F 614.292.0506

[heaton.19@osu.edu](mailto:heaton.19@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd. | Columbus, Ohio 43210

August 2, 2018

Urban Meyer  
Woody Hayes Athletic Center  
535 Irving Schottenstein Drive  
Columbus, Ohio 43120

Dear Urban:

This letter confirms your administrative leave with pay effective immediately. Your placement on leave is not to be interpreted as a determination of the outcome of this investigation. You will be on administrative leave with pay pending a thorough fact-finding investigation to be conducted by the university. You will be contacted once this investigation is completed.

Pending this investigation and consistent with university practice in such matters, I request that you immediately return any and all university property and keys currently in your possession. You can make arrangements to deliver university property by contacting Krissy Mullins. You must obtain permission from me to be on Ohio State campus while on administrative leave unless you have a prearranged meeting with the Ohio State Employee Assistance Program or a medical appointment.

We know this can be a difficult time and encourage you to contact The Ohio State Employee Assistance Program at 614-292-4472 or 800-678-6265.

Please feel free to contact me if you have any questions or concerns.

Sincerely,

Gene Smith  
Senior Vice President and  
Wolfe Foundation Endowed Athletics Director

{00348315-2}

**OhioStateBuckeyes.com**

**From:** "Ross, Kathy" <ross.34@osu.edu>  
**Sent:** 8/2/2018 8:28 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** RE: Statements

---

Will do!

Thanks!

**From:** Heaton, Kim  
**Sent:** Thursday, August 02, 2018 9:27 AM  
**To:** Ross, Kathy  
**Subject:** RE: Statements

Hi Kathy, if you get any more feel free to forward them to me.

Kim

**From:** Ross, Kathy  
**Sent:** Thursday, August 02, 2018 9:14 AM  
**To:** Heaton, Kim <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>  
**Subject:** RE: Statements  
**Importance:** High

Hi Kim,

I just received a call regarding Urban, they wanted to talk to someone to protest against "firing Urban". I forwarded that call to Communications. Where should those calls be directed?

Thanks!  
Kathy

**From:** Heaton, Kim  
**Sent:** Wednesday, August 01, 2018 6:06 PM  
**To:** \_ATH Athletic Department; \_ATH SASSO Distribution List; \_ATH Business Advancement; Adams-Gaston, Javaune; Ball, Roger; Chappellear, Steve; Croxton, Keely; Davidson, John; Diaz, Philip; Graham, David; Hogan, Michael; Jeffries, Hasan; [REDACTED]; [REDACTED] Lee, Ken; Lynch, Courtney; Mitchell, Koritha; Petrilla, Kevin; [REDACTED] Smith, Stacy; Smooth, Wendy; [REDACTED]  
**Subject:** Statements

#### **Aug. 1 Statement from Urban Meyer**

Gene and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter.

#### **Aug. 1 University Statement re Urban Meyer**

The university is conducting an investigation into these allegations. During the inquiry, Urban Meyer will be on paid administrative leave. Ryan Day will serve as acting head football coach during the investigation. We are focused on supporting our players and on getting to the truth as expeditiously as possible.

**From:** "Josh Gorny" <joshgorny@gmail.com>

**Sent:** 8/2/2018 9:00 AM

**To:** "Athletic Director" <athletic\_director@osu.edu>, "Heaton, Kim" <heaton.19@osu.edu>, "President Michael V. Drake" <drake.379@osu.edu>

**CC:**

**Subject:** Time to do the right thing

---

Dear Mr. Smith,

In September of 2017, Urban Meyer called for simple and severe penalties for lying and said that "your career is over." Few truer words have been spoken. Jim Tressel resigned for lying about a few thousand dollars and improper benefits from a tattoo parlor. Helping covering up domestic violence is far more serious than a few benefits and tattoos.

Assuming these allegations are true, and the evidence is pretty compelling, then Mr. Meyer's misrepresentations and unethical behavior were willful and beyond any realm of decency. Ohio State University must stand for what is right and take a stand. Failure to take action against a person who not only chose to ignore severe and repeated domestic abuse but worse, lied about it would irreparably injure the credibility of OSU. Mr. Meyer's character is flawed and is deprived of any sense of virtue and respectability.

It seems people forget the Athletic Department hired Mr. Meyer to lead the young men of the football program not just in sports, but also in life. His job is to shape the minds of these young individuals in order for them to reach their true potentials on and off the field. Mr. Meyer needs to be an inspiration and a leader. In the locker room, OSU stands by this quote: "Treat women with respect." But now, can you ensure all of us that he can be trusted to teach anyone that you must do the right thing more or so when it is the difficult choice? Can you vouch that Mr. Meyer treats women with respect?

The question before you is: if nothing, how will this affect OSU, not only here in Ohio but in the entire United States? Will parents be comfortable sending their young daughters to a school that values winning a football game over the treatment of women? I have a niece in Cleveland who will soon be looking for colleges to attend, OSU was top on her list. I will be talking to her soon about what has transpired this week. Should OSU ignore this issue, I will actively seek she choose a different college.

Sincerely,

Joshua Gorny

# The Dilenschneider Group

August 2, 2018

Mr. Gene Smith  
Senior Vice President/Director of Athletics  
The Ohio State University  
Fawcett Center  
2400 Olentangy River Road  
Columbus, OH 43210

Dear Gene:

You clearly are attending to the matter at hand. Let me know if we can help.

Urban Meyer needs to speak out. Forget the lawyers.

There are ways to address this. Call if I can help.

Best regards,



Robert L. Dilenschneider

RLD:jma

The Dilenschneider Group, Inc.  
Chrysler Building, 405 Lexington Avenue, 57<sup>th</sup> Floor, New York, NY 10174  
212 922 0900 (fax 212 922 0971)



**From:** "The Columbus Dispatch" <info@dispatchwebgroup.com>  
**Sent:** 8/2/2018 6:06 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** OSU headlines: Urban Meyer placed on administrative leave

---

Buckeye News

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Thursday, August 02, 2018

## TOP STORY

### Ohio State: Urban Meyer placed on administrative leave

The ex-wife of Zach Smith said she informed Urban Meyer's wife, Shelley, in 2015 that the former Ohio State assistant football coach had abused her and believes that the Buckeyes coach knew about it at the time. Courtney Smith acknowledged in an interview, however, that Shelley Meyer did not say she told Urban Meyer about the abuse.

[READ MORE](#)

### Michael Arace | Pressure is on Ohio State to do the right thing with Urban Meyer

It's Wednesday evening and the television is on in the background, tuned to ESPN, and there are a lot of football people breaking down a case of domestic violence. They're asking, "What did Urban Meyer know and when did he know it?"

[READ MORE](#)

### Ohio State football | Ryan Day continues rise as temporary replacement for Urban Meyer

Ryan Day's plate suddenly got very full. Day, Ohio State's offensive coordinator and quarterbacks coach, was named the acting head coach of the Buckeyes on Wednesday.

[READ MORE](#)

## MORE TOP BUCKEYE NEWS

### Ohio State men's basketball: Alonzo Gaffney transfer is official

Alonzo Gaffney's transfer from Garfield Heights, Ohio, to Brewster Academy in New Hampshire for his senior season has been finalized, his father Kevin Gaffney told The Dispatch. The move, which has been the subject of speculation for... [READ MORE](#)

### BuckeyeXtra Basketball podcast | Juguemos al baloncesto

Ohio State men's basketball best writer Adam Jardy talks about how the Buckeyes are heading out for their summer Spain trip. Next we discuss what this trip will consist of and talk about a recent open practice held by the Ohio State... [READ MORE](#)

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**From:** "College Athletics Clips" <nick@collegeathleticsclips.com>  
**Sent:** 8/1/2018 7:44 PM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Urban Meyer Placed On Administrative Leave

---

Dear Kim,

Greetings from the Clips MotherShip. Hope you are well.

*READER'S PLEASE NOTE: I was about to send out this Clips eFlash as it was written below. However, as I was putting the finishing touches on—at about 8:00pm ET—all news outlets were reporting that Urban Meyer and athletic director Gene Smith agreed "that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter." Wow, things happen quickly at Ohio State.*

On any given day your ClipsEd (me) can pick from a dozen or stories that inform, inspire or inflame. Today, there was no doubt about the hot story of the day.

At issue is what Ohio State Football Coach Urban Meyer knew and when regarding the abuse allegations against assistant coach Zach Smith.

For those who have heard only bits and pieces of this story, here's a recap. . . . Smith, a longtime assistant (15 years) to Meyer, had been accused of spousal abuse at least as far back as 2009, when he was accused—but not convicted—of attacking his wife, Courtney. Since all charges were dropped, Meyer retained Smith on his staff. Fast forward to 2015, when Courtney Smith alleged that she was physically attacked by her then-husband, and a protective order was brought against Zach Smith.

What makes the story very interesting is that Courtney Smith turned to Shelley Meyer (Coach Meyer's wife). There were many text messages between the two. One of the more interesting was a response from Shelley Meyer to Courtney Smith: *I'm with you. A lot of women stay, hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me.*"

Wow.

I selected two stories below from the many that were published today. One is from Dan Wetzel of Yahoo Sports and the other is from Andy Staples of SI.com.

This is not exactly "fun" reading, but it is something that is part of college football. . . . And this story exploded almost out of nowhere.

Sometimes the salacious and the offensive push everything else aside . . .

Have a good evening.

Nick Infante, Clips Editor

## ***If Urban Meyer knew about OSU coach's alleged domestic violence and did nothing, he deserves to be fired***

*By Dan Wetzel, Yahoo Sports\*, 8-1-18*

**Here's the timeline** of the troubling scandal unfolding at Ohio State football and here's why head coach Urban Meyer's tenure with the Buckeyes and coaching career in general are, and should be, in such precarious positions.

In 2015, Courtney Smith, the then-wife of then-Ohio State assistant football coach Zach Smith, alleges she was physically attacked by her then-husband. She has gruesome and heartbreaking photos to back it up, part of a lengthy abusive relationship, which includes a 2009 arrest of Zach Smith for domestic abuse when he worked for Urban Meyer at the University of Florida.

Despite that 2009 arrest, which did not result in a conviction, Meyer again hired Smith when Meyer became the head coach at OSU.

"We found out what happened, coordinated through both parties, met with them," Meyer said of the 2009 incident. "There were no charges, everything was dropped. It was a very young couple, and I saw a very talented coach and we moved forward."

Giving Zach Smith a second (or who knows how high the number) chance was a major personnel risk and, considering the abuse allegedly didn't stop, a terrible call by Meyer.

Last week, Meyer claimed he knew nothing of the 2015 incident, though. Zach Smith remained on the staff until this summer when he was dismissed from the program, in part because Courtney Smith, who is no longer with Zach Smith, issued a protective order against Zach which brought the issue to light, and in part because the story became public via veteran college football reporter Brett McMurphy.

Still, Meyer threw up his hands and said he couldn't be responsible for knowing what he didn't know in 2015.

"I was never told about anything, anything never came to light, never had a conversation about it, so I know nothing about that," Meyer said last week.

He went as far as to cast aspersions on McMurphy's reporting.

Well, on Wednesday, McMurphy was back with text messages between Courtney Smith and Shelley Meyer, Urban's wife and closest confidant.



It is clear that at least Shelley Meyer knew about the 2015 allegation, which included horrific photos of a bloodied and bruised Courtney Smith. It is also clear that Shelley Meyer took the incident serious enough that on at least one occasion she reached out to Courtney Smith to inquire how she was and offer additional support. Shelley Meyer also confirmed she saw the pictures.

"I am with you!" Shelley Meyer texted. "A lot of women stay hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me."

"Restraining orders don't do anything in Ohio," Courtney Smith texted back. "I tried to get protection order which is what started this whole investigation. And that should go through soon finally. It's hard [because] you have to prove immediate danger. Legal system is tough. Basically, you have to prove he will kill u to get protective order."

"Geesh! Even [with] the pics?" Shelley Meyer texted. "Didn't law enforcement come to your place ever??"

It went on from there. Courtney Smith said numerous wives on the Ohio State staff knew of the 2015 incident where Courtney claimed Zach shoved her against a wall and strangled her all while their then 5-year-old son and 3-year-old daughter were in the room. Police were called but the incident did not progress to any arrests.

Courtney Smith, in an interview with Stadium, said she also spoke to Shelley Meyer about it.

"I told Shelley," Courtney said. "I sent her some pictures. I spoke to her on the phone. She said she was going to have to tell Urban. I said, 'That's fine. You should tell Urban. You can't have someone like this coaching young men.'"

At this point, the only way for Urban Meyer to claim he knew "nothing" about that is to believe that Shelley did not inform him of this. The two are remarkably close and Urban Meyer has, for years, publicly stated how Shelley is essentially part of his coaching staff and plays a role in managing people, players and families.

If Shelley Meyer didn't tell Urban though, then the question is why? How could a woman claim Zach Smith "scares her" and offer sympathy for his alleged abuse victim but then not care enough to mention it to Urban Meyer, thus continuing to allow Zach Smith to coach and mentor Buckeyes football players?

It's why the concept of Shelley saying nothing to Urban is, while possible, so improbable. Shelley Meyer is a strong woman. She is also a registered nurse and an instructor at Ohio State's College of Nursing and thus is bound by Title IX statutes to report abuse. Urban Meyer, as a coach, is also mandated to report it.

If Urban Meyer knew anything at all about the 2015 incident, then he wasn't just employing and covering up for an alleged violent abuser. Even last week he was still lying about it.

The first part is enough to question the judgment of the coach, who particularly during his time at Florida recruited and coached numerous troubled players, most notably tight end Aaron Hernandez. That he would still be untruthful and covering up a week ago makes it clear nothing has changed with him.

There would be no way he could remain in his job.

For Urban Meyer, this is bad decisions piled upon bad decisions. Zach Smith was a walk-on

for Meyer at his first head coaching job at Bowling Green. He clearly had a soft spot for him. Why is the question. There are thousands of decent and law-abiding coaches who would love to work at Ohio State. The school and its storied football program deserve far better than this, something Urban Meyer at least pays lip service.

"It's the Ohio State University, it's bigger than all of us," Urban said last week. "So you have to do what's right by them."

Urban Meyer, Shelley Meyer and Ohio State have yet to comment on the new allegations. Urban and athletic director Gene Smith were meeting as of early Wednesday afternoon.

The explanation better be substantial and exceedingly believable. Even then, it might not be enough.

The days of taking Urban Meyer's word for much of anything are long past.

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### ***Ohio State Opens Investigation Into Urban Meyer, Whose Job Hangs in the Balance***

*Ohio State would owe Urban Meyer nothing if he were fired with cause over what he knew about domestic violence allegations against former receivers coach Zach Smith.*

*By Andy Staples, SI.com, 8-1-18*

**Ohio State coach Urban Meyer** will be placed on paid administrative leave while the school investigates what Meyer knew of accusations of domestic abuse against receivers coach Zach Smith between 2015 and earlier this year.

Buckeyes offensive coordinator Ryan Day will serve as the interim coach while Meyer is on leave. Ohio State begins practice Friday and opens the season Sept. 1 against Oregon State. There is no timetable for the investigation's conclusion. "I eagerly look forward to a resolution in this matter," Meyer said in a statement.

Meyer is 73-8 in six seasons at Ohio State with Big Ten titles in 2014 and '17 and a national title in '14. He also won national titles at Florida in 2006 and '08. Earlier this year, Meyer agreed to a contract extension that would require Ohio State to pay him \$38.1 million if he is fired without cause. The university would owe nothing if Meyer were fired with cause. Whether Meyer keeps his job will hinge on the results of investigation.

Reporter Brett McMurphy posted a story Wednesday that heavily quoted Smith's ex-wife Courtney and showed text messages between Courtney Smith and Meyer's wife Shelley as well as a text exchange between Courtney Smith and Lindsey Voltolini, the wife of Ohio State football operations director Brian Voltolini. In McMurphy's story and in an interview



with Stadium, Courtney Smith said she believed Urban Meyer knew of her accusations against her ex-husband, whom she divorced in 2016.

Zach Smith was arrested in Gainesville, Fla., in 2009 on an aggravated battery charge stemming from a domestic incident when Smith—the grandson of former Buckeyes coach Earle Bruce—worked for Meyer at Florida. Those charges were dropped, and Courtney told McMurphy she was pressured to drop them by longtime Meyer consigliere Hiram de Fries and by her husband's parents. On Wednesday, the Cleveland Plain-Dealer obtained nine reports from the police department in the Columbus suburb of Powell, Ohio, that detailed more issues between the Smiths. This includes an accusation of domestic abuse from Oct. 25, 2015 that McMurphy reported on last week shortly before Zach Smith's abrupt termination. That incident also prompted a text message exchange between Courtney Smith and Shelley Meyer in which Shelley Meyer writes that she'll need to inform her husband of the accusations. That incident also prompted the text exchange with Voltolini, which suggests Urban Meyer knew of the accusations and had discussed them with Zach Smith. Zach Smith was never arrested or charged in any of the Powell incidents, and his attorney Brad Koffel released a statement to ESPN saying Zach Smith would respond to his ex-wife's allegations in court.

Last week at Big Ten media days in Chicago, Urban Meyer said he had received a text about the 2015 incident the previous night and that "there was nothing." Minutes after Meyer made that statement, Powell police confirmed the existence of the police report in question. At issue is whether Urban Meyer knew of the incident before last week—and the extent of what he knew, if he did—and whether he failed to report an allegation that he would be required by Ohio State to report.

According to Ohio State's sexual misconduct policy, employees who supervise faculty, staff or students are required to report accusations of domestic violence. The university's policy defines domestic violence this way:

"Conduct that would meet the definition of a felony or misdemeanor crime of violence committed by the complainant's current or former spouse or intimate partner, a person with whom the complainant shares a child in common, a person who is or has cohabitated with the complainant as a spouse or intimate partner, or individual similarly situated to a spouse under domestic or family violence law, or anyone else protected under the domestic or family violence law of the jurisdiction in which the offense occurred. An individual need not be charged with or convicted of a criminal offense to be found responsible for domestic violence pursuant to this policy."

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**From:** "Oman, Janine" <oman.7@osu.edu>

**Sent:** 8/1/2018 7:18 PM

**To:** "Heaton, Kim" <heaton.19@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>

**CC:** "Sabau, Diana" <sabau.2@osu.edu>

**Subject:** RE: Statements

---

Sorry for the storm you guys are weathering in Columbus. I have a phone issue, and it isn't working. Cell phones and water not a good mix as you know☹. If you need something, my husband's cell is [REDACTED] I will keep that one close by if you need something.

I will be back in the office on Friday morning.

Thanks!

Janine

**From:** Heaton, Kim

**Sent:** Wednesday, August 1, 2018 6:06 PM

**To:** \_ATH Athletic Department <ATH-AthDept@osu.edu>; \_ATH SASSO Distribution List <ATH-SASSOstaff@osu.edu>; \_ATH Business Advancement <ATH-BusinessAdvDistgrp@osu.edu>; Adams-Gaston, Javaune <adams-gaston.1@osu.edu>; Ball, Roger <rball@sestutor.com>; Chappellear, Steve <schappellear@fbtlaw.com>; Croxton, Keely <croxton.4@osu.edu>; Davidson, John <davidson.92@osu.edu>; Diaz, Philip <Philip.diaz@osumc.edu>; Graham, David <graham.461@osu.edu>; Hogan, Michael <hogan.1@osu.edu>; Jeffries, Hasan <jeffries.57@osu.edu>; [REDACTED] Lee, Ken <lee.133@osu.edu>; Lynch, Courtney <Courtney.Lynch@osumc.edu>; Mitchell, Koritha <mitchell.717@osu.edu>; Petrilla, Kevin <Kevin.Petrilla@wosu.org>; [REDACTED] Smith, Stacy <smith.4576@osu.edu>; Smooth, Wendy <smooth.1@osu.edu>; [REDACTED]

**Subject:** Statements

#### **Aug. 1 Statement from Urban Meyer**

Gene and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter.

#### **Aug. 1 University Statement re Urban Meyer**

The university is conducting an investigation into these allegations. During the inquiry, Urban Meyer will be on paid administrative leave. Ryan Day will serve as acting head football coach during the investigation. We are focused on supporting our players and on getting to the truth as expeditiously as possible.

**From:** "Jordan Pearson" <jayjayjames3223@hotmail.com>

**Sent:** 8/1/2018 3:48 PM

**To:** "Heaton, Kim" <heaton.19@osu.edu>, "Richard, Shaun" <richard.149@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>, "President Michael V. Drake" <drake.379@osu.edu>, "Hall, Katie" <hall.738@osu.edu>

**CC:**

**Subject:** Urban Meyer says coaches caught lying about violations should be fired - 2017

---

Hmm.

<http://www.sportingnews.com/us/ncaa-football/news/urban-meyer-coaches-who-intentionally-break-ncaa-rules-should-be-done/13vhze98xjcv01u3zqnasgz0q1>

Mr. Smith doesn't have his email available so I'm emailing you. Urban Meyer just last year stated any coach lying about violations should have their "career over". No suspensions, etc. While these allegations aren't NCAA violations I am going to assume they are school violations and clearly moral violations that shouldn't be expected from our head coach at such a prestigious University. Ohio State needs to take action just like we did against coach Tressel. It's not fun and I understand the hesitancy but to not follow through with the decision of firing Urban Meyer it is extremely hypocritical. It would also help to set an example for scumbag administrations like Michigan State that The Ohio State University perceives NO ONE bigger than the Athletic program and certainly not bigger than the University itself. I'd also have to ask if Meyer was willing to lie about this what else could there be? It's best to get out in front of these situations. These allegations are already reason enough for termination given the current climate and I'm sure violating multiple ethics and codes of the University and his contract.

Do the right thing.



**From:** "The Columbus Dispatch" <info@dispatchwebgroup.com>

**Sent:** 8/1/2018 1:40 PM

**To:** "Heaton, Kim" <heaton.19@osu.edu>

**CC:**

**Subject:** Breaking News | Ohio State football: Zach Smith's ex-wife said she told Shelley Meyer of 2015 abuse

---

Breaking news from the Dispatch

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## BREAKING NEWS

3:40 PM • Wednesday, August 01, 2018

# Ohio State football: Zach Smith's ex-wife said she told Shelley Meyer of 2015 abuse

The ex-wife of Zach Smith said she informed Urban Meyer's wife, Shelley, in 2015 that the former Ohio State assistant football coach had abused her and believes that the Buckeyes coach knew about it at the time.

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**From:** "Meyer, Urban F." <meyer.914@osu.edu>  
**Sent:** 8/5/2018 5:30 AM  
**To:** "Voltolini, Brian" <voltolini.5@osu.edu>  
**CC:**  
**Subject:** Fwd: Title IX Advice for your lawyers

---

Sent from my iPhone

Begin forwarded message:

**From:** Patricia Davis <[patricia.davis@fghwlaw.com](mailto:patricia.davis@fghwlaw.com)>  
**Date:** August 5, 2018 at 1:13:46 AM EDT  
**To:** "meyer.914@osu.edu">  
**Subject:** Title IX Advice for your lawyers

Dear Coach Meyer,

I am a Title IX lawyer in Dallas, TX. My clients are faculty and students (male and female) who have been treated unfairly by their colleges. I have just settled a large case with the University of Alabama and am working on a case against Baylor involving football players. I am familiar with college athletics and was chair of the SMU Athletic Council and chair of the gender equity subcommittee for SMU's last NCAA recertification review. I was also good friends with SMU's former AD, the late Jim Copeland.

All that to say, I talked to an AP reporter with questions about Title IX and your case yesterday—and, after I reviewed your contract (or at least the one posted online) and the facts that the media is presenting, I found at least five reasons that you did not violate the Title IX provision in your contract. No question.

I would be more than happy to speak with your attorneys about this. Although I feel a great deal of sympathy for Courtney Smith or any woman who is abused, if she came to me and asked if I would represent her in a Title IX case against OSU, I would refuse. If she is not a student or employee of the University, she is simply not protected by Title IX.

Please let me know if I can assist your attorneys in any way. In this case, unless there are important facts that have not come out in the media, there is no Title IX violation.

Here's my web page, FYI: <http://www.fghlaw.com/davis/>

Sincerely, and best wishes for the right outcome,

Pat Davis

**Patricia H. Davis, Ph.D., J.D.**

Farrow-Gillespie Heath Witter LLP | 1700 Pacific Avenue | Suite 3700 | Dallas TX 75201  
ph 214-361-5600 | fx 214-203-0651 | [patricia.davis@fghwlaw.com](mailto:patricia.davis@fghwlaw.com)



**From:** "Patricia Davis" <patricia.davis@fghwlaw.com>  
**Sent:** 8/5/2018 12:13 AM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Title IX Advice for your lawyers

---

Dear Coach Meyer,

I am a Title IX lawyer in Dallas, TX. My clients are faculty and students (male and female) who have been treated unfairly by their colleges. I have just settled a large case with the University of Alabama and am working on a case against Baylor involving football players. I am familiar with college athletics and was chair of the SMU Athletic Council and chair of the gender equity subcommittee for SMU's last NCAA recertification review. I was also good friends with SMU's former AD, the late Jim Copeland.

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Here's my web page, FYI: <http://www.fghwlaw.com/davis/>

Sincerely, and best wishes for the right outcome,

Pat Davis

**Patricia H. Davis, Ph.D., J.D.**

Farrow-Gillespie Heath Witter LLP | 1700 Pacific Avenue | Suite 3700 | Dallas TX 75201  
ph 214-361-5600 | fx 214-203-0651 | [patricia.davis@fghwlaw.com](mailto:patricia.davis@fghwlaw.com)



**From:** "Gary Prater" <gwprater@cinci.rr.com>  
**Sent:** 8/4/2018 1:14 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Faith!

---

Dear Coach Meyer & Family,

We're praying for you and your family! Can't wait to have you back on the field and leading our young men!

*"Be strong and courageous. Do not be afraid or terrified because of them, for the Lord your God goes with you; he will never leave you nor forsake you."*

*Deuteronomy 31:6*

Sincerely,

The Prater Family

Sent from [Mail](#) for Windows 10

**From:** "Ohio State Buckeyes on Bucknuts" <no-reply@newsletter.247sports.com>

**Sent:** 8/4/2018 9:10 AM

**To:** "Meyer, Urban F." <meyer.914@osu.edu>

**CC:**

**Subject:** Who commits next? | Urban Meyer, Zach Smith go public | Dwayne Haskins Era underway

---

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**From:** "Bob Altman" <boba@questsafety.com>  
**Sent:** 8/4/2018 8:51 AM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Coach

---

We support you!! Please fight! OSU needs you and Buckeye Nation is behind you

Buckeye Nation



**From:** "Jerry Walter" <skimman105@yahoo.com>  
**Sent:** 8/3/2018 10:45 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Re: Too Bad Urban

---

You are a flat out liar. First you totally and very strongly denied knowing anything about the 2015 incident. Then you do a total 180 degree turn and say you were just not prepared to answer the questions. See below.

How do you look yourself in the mirror every day? More importantly, how do you look your wife and kids in the eye every day after all of your lies? I don't know anyone without a conscience as bad as you. When you get fired, you could make a lot of money at speaking engagements teaching people to be a jerk and a liar like you. Nobody else has the qualifications that you do.

"I was never told about anything and nothing ever came to light," Meyer told reporters. "I've never had a conversation about it. I know nothing about it. First I heard about that was last night ... and I asked some people back at the office to call and say what happened, and they came back and said they know nothing about it."

He also said this: "There was nothing. Unless ... there's nothing. Once again, I don't know who creates a story like that."

Meyer insisted he didn't intend to be "inaccurate or misleading" on July 24, but said he was unprepared.

[Sent from Yahoo Mail on Android](#)

On Wed, Aug 1, 2018 at 9:38 PM, Jerry Walter  
<skimman105@yahoo.com> wrote:

It appears as though your "winning at any cost" attitude has caught up with you. Not only did you look the other way, you hid abuse which is a violation of the OSU policy.

"Meyer agreed to a contract extension that would require Ohio State to pay him \$38.1 million if he is fired without cause. The university would owe nothing if Meyer were fired with cause. Whether Meyer keeps his job will hinge on the results of investigation."

I hope OSU does the right thing and fires you. But likely they will side with money which you bring in to the university in semi loads.

You are no better than Tom Osborne for what he did not do regarding Lawrence Phillips, see below:

### **Lawrence Phillips**

Hours after the team returned from [East Lansing](#) on September 10, 1995, Phillips broke into backup quarterback [Scott Frost's](#) apartment by climbing the outside of the building to the third floor and entering through some sliding doors. He then assaulted basketball player Kate McEwen. Phillips dragged McEwen out of the apartment by the hair and down three flights of stairs before smashing her head into a mailbox. Phillips was subsequently arrested, and eventually suspended by head coach [Tom Osborne](#). The case became a source of controversy and media attention, with the perception that Frost had not even tried to protect McEwen and that Osborne was coddling a star player by not kicking Phillips off the team permanently. Osborne walked out on a press conference when asked "If one of your players had roughed up a member of your family and had dragged her down a flight of steps, would you have reinstated that player to

the team?"<sup>[8]</sup> Outraged Nebraska faculty proposed that any student convicted of a violent crime be prohibited from representing the university on the football field.<sup>[9]</sup> Osborne defended the decision, saying that abandoning Phillips might do more harm than good, stating the best way to help Phillips was within the structured environment of the football program. Osborne stated "'I felt the only thing I could put in a place that would keep him on track was football, because that was probably the only consistent organizing factor in his life."<sup>[10]</sup> After a six-game suspension, Osborne reinstated Phillips for the [Iowa State](#) game,<sup>[11]</sup> although touted freshman [Ahman Green](#) continued to start. Phillips also played against [Kansas](#) and [Oklahoma](#).

Despite pressure from the national media, Osborne named Phillips the starter for the [Fiesta Bowl](#), which pitted No. 1 Nebraska against No. 2 Florida for the national championship. In the game, Phillips rushed for 165 yards and two touchdowns on 25 carries and scored a touchdown on a 16-yard reception in the Cornhuskers' 62–24 victory. The performance boosted Phillips' draft stock. With Osborne's encouragement, he decided to turn pro a year early.<sup>[12]</sup>

**Skiman**

[Sent from Yahoo Mail on Android](#)

**From:** "Ohio State Buckeyes on Bucknuts" <no-reply@newsletter.247sports.com>  
**Sent:** 8/3/2018 3:47 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** BREAKING: Urban Meyer speaks on Zach Smith situation

---

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**From:** "Gregory Nichols" <nicholsfarm1@gmail.com>  
**Sent:** 8/3/2018 10:44 AM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Unbelievable

---

Coach, I am sure that these days are surreal.

I wish to lend my support to you with some encouraging words

I am an 87 graduate of OSU, TBDBITL member , Army Veteran, and my career of 23 years was spent saving lives with an open heart team....

I know the meaning of not giving up.

I ask of you to remember all of us that love you, respect you, and yes should I dare say pray for you...

Your situation hits home greatly to me as I was dismissed from my successful career for trying to do the right thing but was not allowed a chance to explain my actions...

I am sure you remember the chaos with Jon Waters...The University seems to attack those who do the most for the University. And do I dare say Jim Tressel.

I and Buckeye Nation needs you to stay and fight...

Our world is so divided these days and one of the only uniting forces left is College football.

I realize the temptation to just tell The Administration to take a hike. You can get any job, at any university, at any price. But we need you here....

I can't believe that a university can do this to 2 of the most successful college coaches in history within 7 years time... I personally feel that it's time to look at how the circus is run from the top down, but that is not your job..

Public opinion is in your favor.

I recognize your humanity and I have been in similar situations where another's personal problems have plagued me when all I wanted to do is help...We the people get it...We the people are not threatened every day by this Title 9 garbage....Stay strong...Your players are watching...

I will pray for you and Shelley.

Respectfully,

"How firm thy friendship

O...HI...O"

Gregory Nichols

OSUMB..1982-1987

Trumpet

USArmy Veteran

**From:** bobhapner@bellsouth.net  
**Sent:** 8/3/2018 6:26 AM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Urban Meyer RE: Zach Smith abhorrent behavior and CTE

---

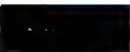
Coach,

There is no excuse for serial domestic abuse which has been reported about Zach Smith, however is there any ground for CTE as a related mental health issue?

So sad the children and Courtney. So sorry for the hallowed OSU program!

Bob Hapner

[bobhapner@bellsouth.net](mailto:bobhapner@bellsouth.net)





**From:** "Samantha Downs" <sdowns@lssu.edu>  
**Sent:** 8/3/2018 1:01 AM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Grandfather Clause, i hope this helps

---

Dear Coach Meyer,

A **grandfather clause** is a clause that is found in a new law stating that some individuals may not have to abide by the new law because they fall under the guidelines of an old law

Even IF you knew about the abuse in 2015 i would hope it would be cover under your old contract. Unless someone brought it to you attention after you signed the recent contract your previous knowledge doesn't fall under the new version because of a **grandfather clause**. I dont know if this can help your case and I am praying for you. I also tried sending this to the AD and the board not knowing if they will even look at it.

Regards,

A concern OSU fan

**From:** terikeel10@gmail.com  
**Sent:** 8/2/2018 8:17 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** \*\*MUST READ WHY THIS=2018Midterms-Agenda\*\*

---

(C/p from [theozone.net](http://theozone.net) forum post of mine)

Look, this was a private matter where charges hadnt been pressed, and being handled in/as a private matter. Privacy stripped away by any zealous hack with an agenda. And not in bringing down THE Ohio Stae University football program, but bigger.

What would the narrative be every saturday thru the New Year?? "FORMER HC Urban Meyer, stepping down after denying knowledge of allegations of DOMESTIC VIOLENCE b/t....Ryan Day." Every weekend, and every week in pregame/lookahead coverage with tOSU on the schedule. It's a political ploy meant to reinforce negative misogynistic Trump BS.

Bevause its all...theyve....got.

The entire previous administration and those connected to it will be poisoned, instead any leverage against the big meanie DJT will be their desperation last resport. Preventing any majority from consolodiating the powers of the Executive Branch and Commander in Chief is ALL this is about.

Well, that and making a false statement. Accountibility and forthcoming apologetic acknowledgment should suffice. "Oh sorry that I kept a private matter private. Show me the NCAA bylaws broken, the legal statute(s) that I failed to disclose, anything beyond moral outrage at PC bullcrap please??"

**From:** "Walter Kirn" <wnkirn@yahoo.com>  
**Sent:** 8/2/2018 4:44 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Re: Fw: Urban Meyer

---

On Thursday, August 2, 2018, 3:35:09 PM MDT, Walter Kirn <wnkirn@yahoo.com> wrote:

----- Forwarded Message -----

**From:** Walter Kirn <wnkirn@yahoo.com>  
**To:** drake.379@osu.edu <drake.379@osu.edu>  
**Cc:** wnkirn@yahoo.com <wnkirn@yahoo.com>  
**Sent:** Thursday, August 2, 2018, 12:16:56 PM MDT  
**Subject:** Fw: Urban Meyer

----- Forwarded Message -----

**From:** Walter Kirn <wnkirn@yahoo.com>  
**To:** drake.379@osu.ed <drake.379@osu.ed>  
**Sent:** Thursday, August 2, 2018, 11:20:37 AM MDT  
**Subject:** Urban Meyer

I am a graduate of OSU's Chemistry Dept. (1962 Master's Degree) and a recruit of Woody Hayes in 1956. While those credentials are not particularly relevant at least they establish my life long interest in OSU as well as its football program. I am appalled that Mr. Meyer may be the victim of political correctness gone amok. For him to be dismissed not because he failed in his duties to care for his players well being ala Joe Paterno but because one of his assistant coaches may have been guilty of domestic abuse knowingly unreported by Coach Meyer or otherwise takes a coaches responsibility to ridiculous extremes. That a head coach must be the policeman not only for matters related to his program but for unrelated domestic relations of his staff is absurd. Where will it end? Asking a coach to insert himself into a domestic situation that should be dealt with by the adults involved goes beyond the pale. I assume the alleged abuser and his wife were adults at the time in question.

If this matter leads to Mr. Meyer's dismissal the precedent is set for every faculty member and university employee to be subject to the same standard. You will have opened a pandoras box you may regret.

**From:** "Walter Kim" <wnkim@yahoo.com>  
**Sent:** 8/2/2018 4:35 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Fw: Urban Meyer

---

----- Forwarded Message -----

**From:** Walter Kim <wnkim@yahoo.com>  
**To:** drake.379@osu.edu <drake.379@osu.edu>  
**Cc:** wnkim@yahoo.com <wnkim@yahoo.com>  
**Sent:** Thursday, August 2, 2018, 12:16:56 PM MDT  
**Subject:** Fw: Urban Meyer

----- Forwarded Message -----

**From:** Walter Kim <wnkim@yahoo.com>  
**To:** drake.379@osu.ed <drake.379@osu.ed>  
**Sent:** Thursday, August 2, 2018, 11:20:37 AM MDT  
**Subject:** Urban Meyer

I am a graduate of OSU's Chemistry Dept. (1962 Master's Degree) and a recruit of Woody Hayes in 1956. While those credentials are not particularly relevant at least they establish my life long interest in OSU as well as its football program. I am appalled that Mr. Meyer may be the victim of political correctness gone amok. For him to be dismissed not because he failed in his duties to care for his players well being ala Joe Paterno but because one of his assistant coaches may have been guilty of domestic abuse knowingly unreported by Coach Meyer or otherwise takes a coaches responsibility to ridiculous extremes. That a head coach must be the policeman not only for matters related to his program but for unrelated domestic relations of his staff is absurd. Where will it end? Asking a coach to insert himself into a domestic situation that should be dealt with by the adults involved goes beyond the pale. I assume the alleged abuser and his wife were adults at the time in question.

If this matter leads to Mr. Meyer's dismissal the precedent is set for every faculty member and university employee to be subject to the same standard. You will have opened a pandoras box you may regret.

**From:** "Ohio State Buckeyes on Bucknuts" <no-reply@newsletter.247sports.com>

**Sent:** 8/2/2018 1:16 PM

**To:** "Meyer, Urban F." <meyer.914@osu.edu>

**CC:**

**Subject:** Ohio State closes practices | Josh Perry speaks on his retirement decision | Buckeyes in top 5 in Coaches Poll

---

[Ohio State cancels media availability until further notice](#)

[Joshua Perry discusses retirement, concussions on TODAY](#)

[Despite turmoil, Ohio State third in preseason coaches poll](#)

[Odds released on who will coach Ohio State Buckeyes on Sept. 1](#)

[BH: Paid to leave? | Harrison's holding pattern](#)

[Listen: Helwagen addresses ongoing Meyer/Smith situation](#)

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**From:** "Ohio State Buckeyes on Bucknuts" <no-reply@newsletter.247sports.com>

**Sent:** 8/2/2018 9:51 AM

**To:** "Meyer, Urban F." <meyer.914@osu.edu>

**CC:**

**Subject:** What's next for Urban Meyer? | Ryan Day steps into a big role | Another former Buckeye retires

---

[Timeline of alleged abuse leading to Zach Smith's firing](#)

[Bucknuts Brackets: No. 4 Taylor Decker vs. No. 5 Braxton Miller](#)

[Is the Urban Meyer Era over in Columbus?](#)

[For now, prized assistant Day will be OSU's acting head coach](#)

[Urban Meyer's new contract could lead to the coach's downfall](#)

[Jack Mewhort retires from the NFL](#)

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**From:** "Jerry Walter" <skimman105@yahoo.com>  
**Sent:** 8/1/2018 9:38 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Too Bad Urban

---

It appears as though your "winning at any cost" attitude has caught up with you. Not only did you look the other way, you hid abuse which is a violation of the OSU policy.

"Meyer agreed to a contract extension that would require Ohio State to pay him \$38.1 million if he is fired without cause. The university would owe nothing if Meyer were fired with cause. Whether Meyer keeps his job will hinge on the results of investigation."

I hope OSU does the right thing and fires you. But likely they will side with money which you bring in to the university in semi loads.

You are no better than Tom Osborne for what he did not do regarding Lawrence Phillips, see below:

### **Lawrence Phillips**

Hours after the team returned from [East Lansing](#) on September 10, 1995, Phillips broke into backup quarterback [Scott Frost's](#) apartment by climbing the outside of the building to the third floor and entering through some sliding doors. He then assaulted basketball player Kate McEwen. Phillips dragged McEwen out of the apartment by the hair and down three flights of stairs before smashing her head into a mailbox. Phillips was subsequently arrested, and eventually suspended by head coach [Tom Osborne](#). The case became a source of controversy and media attention, with the perception that Frost had not even tried to protect McEwen and that Osborne was coddling a star player by not kicking Phillips off the team permanently. Osborne walked out on a press conference when asked "If one of your players had roughed up a member of your family and had dragged her down a flight of steps, would you have reinstated that player to the team?"<sup>[8]</sup> Outraged Nebraska faculty proposed that any student convicted of a violent crime be prohibited from representing the university on the football field.<sup>[9]</sup> Osborne defended the decision, saying that abandoning Phillips might do more harm than good, stating the best way to help Phillips was within the structured environment of the football program. Osborne stated ""I felt the only thing I could put in a place that would keep him on track was football, because that was probably the only consistent organizing factor in his life."<sup>[10]</sup> After a six-game suspension, Osborne reinstated Phillips for the [Iowa State](#) game,<sup>[11]</sup> although touted freshman [Ahman Green](#) continued to start. Phillips also played against [Kansas](#) and [Oklahoma](#).

Despite pressure from the national media, Osborne named Phillips the starter for the [Fiesta Bowl](#), which pitted No. 1 Nebraska against No. 2 Florida for the national championship. In the game, Phillips rushed for 165 yards and two touchdowns on 25 carries and scored a touchdown on a 16-yard reception in the Cornhuskers' 62–24 victory. The performance boosted Phillips' draft stock. With Osborne's encouragement, he decided to turn pro a year early.<sup>[12]</sup>

Skiman

[Sent from Yahoo Mail on Android](#)

**From:** "Ohio State Buckeyes on Bucknuts" <no-reply@newsletter.247sports.com>  
**Sent:** 8/1/2018 5:26 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** BREAKING: Ohio State puts Urban Meyer on leave

---

[Urban Meyer put on paid administrative leave](#)

[Cardale Jones sounds off on Urban Meyer controversy](#)

[Zach Smith's accuser unsure if Urban Meyer was told of texts](#)

[Four-star DB Buckeyes offered commits to Arkansas](#)

[Urban Meyer taking heat as national media calls for his firing](#)

[Texts reveal Shelley Meyer wanted to help Zach Smith's ex-wife](#)

[Bucknuts Brackets: No. 1 Joey Bosa vs. No. 8 J.T. Barrett](#)

[Ohio State Buckeyes Women's Plus Size Notch Neck Striped Sleeve T-Shirt?? Scarlet/White](#)

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**From:** "J Van" <jtvan062@gmail.com>  
**Sent:** 8/1/2018 6:23 PM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** Statement

---

I stand behind what I put on the record last week, I was truthful regarding my knowledge of the events I spoke about regarding the Smith family situation. Domestic violence is an important issue in our community and I support all victims. That concludes my comments on this matter.

NOTE: This issue should never have gotten to be about Urban Meyer. If you employ PR people or advisors, fire them immediately and contact me for the job. This should have been handled from the beginning with a prepared statement and no questions at the Big Ten meeting. The issue truly is and should have remained about the Smith employment at OSU period. When you allowed the media to spin it to a story about Urban Meyer and "what he knew", that was a mistake. It was encouraged by addressing questions about it. Do not feed the media and this story will die, like the story about Dantonio and MSU handling of sex offenses, and like any story Bill Belichick wants to kill.

R/Jeff

**From:** "Ohio State Buckeyes on Bucknuts" <no-reply@newsletter.247sports.com>  
**Sent:** 8/1/2018 11:17 AM  
**To:** "Meyer, Urban F." <meyer.914@osu.edu>  
**CC:**  
**Subject:** BREAKING: New details on Urban Meyer's knowledge of Zach Smith allegations

---

[Report: Urban Meyer knew of domestic allegations against coach](#)

[Big Ten coaches dish anonymously on Ohio State](#)

[Ranking every Urban Meyer recruiting class at Ohio State](#)

[Ohio State Buckeyes Nike 2018 Early Season Coaches Sideline Performance Polo "Black](#)

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**From:** "Basso, Susan M." <basso.22@osu.edu>  
**Sent:** 8/4/2018 8:09 PM  
**To:** "Mullins, Krissy" <mullins.180@osu.edu>  
**CC:**  
**Subject:** Re: Really?

---

I may try to arrange to come over there on Tuesday at some point. I'll touch base beforehand.

On August 4, 2018 at 8:33:40 PM EDT, Mullins, Krissy <mullins.180@osu.edu> wrote:

Thank you. I needed to hear that. This is very stressful but I know you have been through far worse, so I am glad you are here to help.

Krissy

Sent from my iPhone

On Aug 4, 2018, at 7:09 PM, Basso, Susan M. <[basso.22@osu.edu](mailto:basso.22@osu.edu)> wrote:

Krissy

BTW my cell number is [REDACTED] Feel free to call if you need anything.

I know this is a difficult time. Reassure everyone you WILL get through it!

Susan

On August 4, 2018 at 6:54:55 PM EDT, Basso, Susan M. <[basso.22@osu.edu](mailto:basso.22@osu.edu)> wrote:

Krissy,

Thanks for reaching out. I'm confident we can help. I'll be in on Monday.

Susan

On August 4, 2018 at 11:27:25 AM EDT, Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)> wrote:

Susan,

I have notified Gene of my concern for the staff, and have let him know that I have reached out to OHR for assistance in helping to create an action plan around this topic. He has asked that I loop you in as well, so I am sending you the request that I sent to Kim Shumate this morning. As you can imagine the team is getting bombarded with emails and phone calls from the public and are looking to us for guidance and support. I am hoping that OHR can help me facilitate resources for the team, many who are just caught in the middle.

Thank you,

Krissy

**From:** Mullins, Krissy  
**Sent:** Saturday, August 04, 2018 9:09 AM  
**To:** Shumate, Kimberly <[shumate.13@osu.edu](mailto:shumate.13@osu.edu)>  
**Subject:** FW: Really?

Good Morning,

I apologize for the weekend email, but I need your help. The Athletics team is being inundated with emails from the public about the situation with the Football program. I am reaching out to you both this morning, to ask if you can help me come up with a plan to provide them support. I am hoping that maybe we can offer counselors on site and any other resources to the employees that are being targeted with these communications even if they have nothing to do with this situation.

I am sending you the below email that was received this morning by several employees, most on this list are from the business office, development team, and fan experience team.

Please let me know what we can offer. This is very stressful for the staff, and I want to make sure that they are taken care of.

Thank you,

**From:** David Rogers [<mailto:murraykracers@yahoo.com>]

**Sent:** Saturday, August 04, 2018 8:23 AM

**To:** Wallenberg, Dan <[wallenberg.1@osu.edu](mailto:wallenberg.1@osu.edu)>; Emig, Jerry <[kuhlman.137@osu.edu](mailto:kuhlman.137@osu.edu)>; Morando, Alex <[morando.2@osu.edu](mailto:morando.2@osu.edu)>; Heaton, Kim <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>; Farris, LaToya <[farris.97@osu.edu](mailto:farris.97@osu.edu)>; Richard, Shaun <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>; Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>; Sabau, Diana <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>; Penner, Michael <[sefner.1@osu.edu](mailto:sefner.1@osu.edu)>; Odierno, Frank <[odierno.5@osu.edu](mailto:odierno.5@osu.edu)>; Schmitt, Alicia M. <[schmitt.262@osu.edu](mailto:schmitt.262@osu.edu)>; Sow, Ndiouga <[sow.3@osu.edu](mailto:sow.3@osu.edu)>; Hanely, Jason <[odoguardi.1@osu.edu](mailto:odoguardi.1@osu.edu)>; Petit, Gary M. <[petit.38@osu.edu](mailto:petit.38@osu.edu)>; Rybak, Brett <[rybak.13@osu.edu](mailto:rybak.13@osu.edu)>; Kirchner, Jennifer <[kirchner.29@osu.edu](mailto:kirchner.29@osu.edu)>; Parker, Leann <[parker.387@osu.edu](mailto:parker.387@osu.edu)>; Birkemeier, Jordan <[birkemeier.5@osu.edu](mailto:birkemeier.5@osu.edu)>; Shingledecker, Katie <[shingledecker.8@osu.edu](mailto:shingledecker.8@osu.edu)>; Murphy, Maura <[waite.51@osu.edu](mailto:waite.51@osu.edu)>; Bunting, Judy <[bunting.1@osu.edu](mailto:bunting.1@osu.edu)>; Harris, Rayment <[harris.158@osu.edu](mailto:harris.158@osu.edu)>; Cloran, Dan <[cloran.10@osu.edu](mailto:cloran.10@osu.edu)>; Edsinger, Lori <[kindig.3@osu.edu](mailto:kindig.3@osu.edu)>; Jones, Tyler R. <[jones.5104@osu.edu](mailto:jones.5104@osu.edu)>; Clark, Caleb L. <[clark.1365@osu.edu](mailto:clark.1365@osu.edu)>

**Subject:** Really?

Couldn't find Gene's email so thought you could share. First, you still have Zach Smith listed as a coach with a phone number. Nice. Second, I am so impressed with the standard reporting process that you have instructed your coaches to use - lie profusely to the public. That always works. Urban is a LIAR and has admitted to it but blamed it on OSU policies. He is not OSU loyal - he is already throwing you under the bus as it being your policy. Really? OSU tells coaches to lie? That's a novel approach. How is that working for you? Has it worked out for you now? Urban has lawyered up and you will find that he will not get fired for cause without a fight - he is not OSU loyal. He will cover his own &%. Do you guys yet have an estimate of how much real \$\$\$ this has just cost you? Directly you will have lawyers galore working on this and that is not cheap. You will suffer from donations and support. Any estimate? You have suffered loss of goodwill to the world. OSU has now joined Penn State and Michigan State as terrible examples of sports being king and wives get beaten by coaches, young boys get raped, and gymnast girls being molested are to be discarded. Great BIG 10 education and I will email the conference and NCAA also. I will try to find the president's email and your AD's email, but they seem to be insulated from such so you got this. I'm embarrassed for you. This just made the job for every one of you more difficult. Have fun....



	A	B	C	D	E	F	G	H	I
1	Business Email Id	Calendar Yr	College Trans Category Desc	College Trans Desc	College Trans Group Desc	Employee ID	Fiscal Year	Full Name	Job Cd
2	fickell.4@osu.edu	2017	Separation	Resignation	Termination		FY 2016 - 2017	Fickell,Luke Joseph	0567
3	smith.8398@osu.edu	2018	Separation	Resignation	Termination		FY 2018 - 2019	Smith,Zachary	0567
4	hinton.49@osu.edu	2015	Separation	Resignation	Termination		FY 2015 - 2016	Hinton,Timmy Scott	0567
5	warinner.4@osu.edu	2017	Separation	Resignation	Termination		FY 2016 - 2017	Warinner,Edmond Paul	0567
6	coombs.38@osu.edu	2018	Separation	Resignation	Termination		FY 2017 - 2018	Coombs,Kerry Spencer	0567
7	coombs.38@osu.edu	2015	Separation	Resignation	Termination		FY 2015 - 2016	Coombs,Kerry Spencer	0567
8	ash.121@osu.edu	2016	Separation	Resignation	Termination		FY 2015 - 2016	Ash,Chris Allen	0567
9	beck.672@osu.edu	2017	Separation	Resignation	Termination		FY 2016 - 2017	Beck,Timothy G	0567

	J	K	L	M	N	O	P	Q	R	S	T
1	Job Cd Desc	Last Name	Middle Name	Month Long Name	Month Nbr	Month Yr Short Name	Name N	Psn Num	Reports To Email	Reports To ID	Reports To Name
2	Assistant Coach-Major Sports	Fickell	Joseph	January	1	Jan 2017	fickell.4	00080216	meyer.914@osu.edu		Meyer,Urban F
3	Assistant Coach-Major Sports	Smith	-	July	7	Jul 2018	smith.8398	00024397	meyer.914@osu.edu		Meyer,Urban F
4	Assistant Coach-Major Sports	Hinton	Scott	July	7	Jul 2015	hinton.49	00079895	meyer.914@osu.edu		Meyer,Urban F
5	Assistant Coach-Major Sports	Warinner	Paul	January	1	Jan 2017	warinner.4	00079894	meyer.914@osu.edu		Meyer,Urban F
6	Assistant Coach-Major Sports	Coombs	Spencer	January	1	Jan 2018	coombs.38	00079891	meyer.914@osu.edu		Meyer,Urban F
7	Assistant Coach-Major Sports	Coombs	Spencer	July	7	Jul 2015	coombs.38	00079891	meyer.914@osu.edu		Meyer,Urban F
8	Assistant Coach-Major Sports	Ash	Allen	January	1	Jan 2016	ash.121	00079872	meyer.914@osu.edu		Meyer,Urban F
9	Assistant Coach-Major Sports	Beck	G	January	1	Jan 2017	beck.672	00017561	meyer.914@osu.edu		Meyer,Urban F

	U	V	W
1	Reports To Psn Num	Transaction Dt	Working Title
2	00023104	1/3/2017	Assistant Coach - Football
3	00023104	7/24/2018	Assistant Coach- Football
4	00023104	7/1/2015	Assistant Coach - Football
5	00023104	1/14/2017	Assistant Coach - Football
6	00023104	1/27/2018	Assistant Coach-Football
7	00023104	7/1/2015	Assistant Coach-Football
8	00023104	1/3/2016	Assistant Coach - Football
9	00023104	1/5/2017	Assistant Coach-Football



Office of Human Resources

Suite 300  
1590 North High Street  
Columbus, OH 43201-2190

Phone: (614) 292-1050  
Fax: (614) 292-6235  
E-mail: [service@hr.osu.edu](mailto:service@hr.osu.edu)  
Web: [hr.osu.edu](http://hr.osu.edu)

To University Faculty & Staff  
From Kimberley C. Shumate, Interim Vice President for Human Resources  
Subject Ohio Ethics Law

The Ohio Ethics Law covers Ohio State faculty and staff for public officials and state employees (Chapter 102 and Section 2921.42 of the Ohio Revised Code).

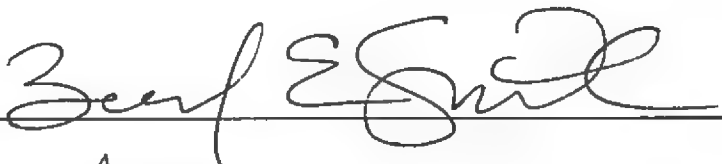
The university must provide each faculty and staff member with a copy of this legislation and obtain written acknowledgement of receipt. Please acknowledge by signing the form below.

Questions regarding sections of the Ohio Revised Code may be addressed to the Office of Human Resources (614-202-2800) or to the State of Ohio Ethics Commission (614-466-7090).

---

**INSTRUCTIONS:** Sign form, detach, and return to your department human resource professional.  
The acknowledgement form will be retained in your department personnel file.

I acknowledge receipt of the Ohio Ethics law distributed by The Ohio State University in accordance with Section 102.09 of the Ohio Revised Code.

Signature:  Date: 12/28/11  
Employing Unit: ATHLETICS



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Observatory River Rd. | Columbus, Ohio 43210

11/3/2014

Zach Smith  
Assistant Coach-Major Sports

Dear Zach,

This letter is to inform you that the department has designated your position during a **Weather or Other Short-Term Closing** to be a(n) **Standby** position. This designation is in accordance with Policy 6.15 Weather or Other Short-Term Closing which can be found on [hr.osu.edu/policy](http://hr.osu.edu/policy)

A Weather or Other Short-Term Closing refers to an official temporary shutdown of the university due to severe weather, major utility failure, or other critical reason which duration is less than five days. During an emergency closing, administrative offices may be closed and/or classes may be cancelled. Student Life, Emergency and Facilities Support, and other operations designated as essential will remain open and essential employees must report to work.

Your position during a **University State of Emergency** has been designated to be a(n) **Standby** position. This designation is in accordance with the Emergency Preparedness and University State of Emergency Policy 6.17 which can be found on [hr.osu.edu/policy](http://hr.osu.edu/policy)

A University State of Emergency refers to catastrophic events such as natural or human made disasters or the outbreak of pandemic illnesses that would result in a prolonged closure of the university (e.g., Hurricane Katrina). A University State of Emergency is in effect when the university president acts to declare such a state under the guidelines set forth in the University Comprehensive Emergency Management Plan. When a University State of Emergency is declared, any position may be designated as essential or alternate, even if not designated beforehand.

**Designations may change depending on what is going on in the department that day (e.g. event day vs. non-event day). It is important that you are in communication with your supervisor to confirm whether or not you are required to report to work, expected to work from home, or not expected to work.**

Please refer to the following position definitions, and contact me or your manager if you have any questions.

Sincerely,

Kim Heaton  
HR Director

**Essential employee** – One who has been designated as critical to the operation of the unit. Employees may be designated as essential on a situational basis, e.g., in the event of a snow emergency only. Depending on the nature of their work, essential employees may be required to report to work on campus or may be able to work from home. Essential employees must be notified in writing of their status as essential. Designations can be changed at any time depending on need.

**Alternate employee** – One who has been designated to serve as a back-up to an essential employee, and will be notified to work in the event the essential employee is unable to fulfill her/his duties. Alternate employees must be notified in writing of their status as alternate on an annual basis. Designations can be changed at any time depending on need.

**Standby employee** – Any employee not designated as essential or alternate, and will only be notified to work if necessary. Standby



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Orientang River Rd | Columbus, Ohio 43210

February 1, 2017

Zach Smith  
Assistant Coach  
Football

Dear Zach,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2017 football season.

We have received the final approval for the football staff's annual salary increases. Based on recommendations from the head coach and/or your manager, the increase to your compensation for 2016-17 is listed below:

Current Salary	\$226,600	
Head Coach/Manager Recommendation	\$73,400	32.4%
New Salary	\$300,000	

This change is effective February 1, 2017 and will be reflected on your February 28<sup>th</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Smith'.

Eugene Smith  
Senior Vice-President  
& the Wolfe Foundation Endowed Athletics Director

C: Personnel File



**2017 Staff Performance Review (Public)****Overall Comments:**

Positive:	Work On:
1.Creativity (Recruiting/Unit/Offense)	1.Focus on Task
2.Knowledge of Offense – Need to Use It!	2. Unit Behavior – Last Year Failures
3.Recruiting (Area/Position)	3. Unit Strength
4.Adapting to New Coordinators	4. Equate Meeting Room
5. Enhancing Offseason Unit Schedules	5. Personal Matters
	6. Special Teams

**Employee's Comments:**

Employee Signature:



Date:

6/20/17

Manager Signature:



Date:

Admin. Signature:



Date:

HR Signature:



Date:

**2017 OHIO STATE FOOTBALL**  
**Assistant Coaches' Performance Review**  
**\*\*PUBLIC RECORD\*\***

Recognizing that evaluation is an ongoing process, which involves both formalized and less structural components, the importance of each of these factors in the evaluation process of coaches at Ohio State will be weighted as follows:

Using a scale of 1-5, 1 being unsatisfactory and 5 being exceeds expectation.

<u>Exceeds Expectations</u>	<u>Meets Expectations</u>	<u>Marginally Meets Expectations</u>	<u>Needs Improvement Expectations</u>	<u>Unsatisfactory</u>	<u>Not Applicable</u>
5	4	3	2	1	NA

**Assistant Coaches' Performance Evaluation**

NAME: Zach Smith

Position: WR's

Inclusive Dates of Appraisal: From 6/1/16 To 6/1/17

**Evaluation**

1. Productivity of your unit (coordinators only) 5 4 3 2 1 NA

Comments: \_\_\_\_\_

2. Productivity and development of your players on field 5 4 3 2 1 NA

Comments: \_\_\_\_\_

3. Productivity and development of your players off field

a. Academic	5 <u>4</u> 3 2 1 NA
b. Social	5 <u>4</u> 3 2 1 NA
c. Campus Behavior	5 <u>4</u> 3 2 1 NA

Comments: \_\_\_\_\_

4. Productivity in recruiting 5 4 3 2 1 NA

Comments: ENHANCE - BE THE BEST

5. Off field assignments complete, accurate, and acceptable format 5 4 3 2 1 NA

Comments: \_\_\_\_\_

**STUDENT ATHLETE RELATIONSHIP:**

- |   |              |
|---|--------------|
| 6. Active interest in academic performance of student- athlete                      | 5 ④ 3 2 1 NA |
| 7. Complete involvement with player's lives<br>(academics, social, family, etc... ) | ⑤ 4 3 2 1 NA |
| 8. Maintains a coach/player relationship  | 5 ④ 3 2 1 NA |
| 9. Motivation of players off the field  | 5 ④ 3 2 1 NA |

**FOOTBALL COACHING:**

- |  |              |
|--|--------------|
| 10. Competent in position coaching technique                         | 5 ④ 3 2 1 NA |
| 11. Knowledge of position  | 5 ④ 3 2 1 NA |
| 12. Uses available teaching tools for player meetings                | 5 ④ 3 2 1 NA |
| 13. Research and Development: active interest in professional growth | 5 4 ③ 2 1 NA |
| 14. On field development of players                                  | 5 ④ 3 2 1 NA |
| 15. See what is coached on tape                                      | 5 ④ 3 2 1 NA |
| 16. On field demeanor  | 5 ④ 3 2 1 NA |
| 17. Motivation of players on field                                   | 5 ④ 3 2 1 NA |
| 18. Organization of practice and meeting times                       | 5 4 ③ 2 1 NA |

**RECRUITING:**

- |   |              |
|---|--------------|
| 19. Thorough in recruitment of potential student-athletes | ⑤ 4 3 2 1 NA |
| 20. Turns in all paperwork on time and complete           | 5 ④ 3 2 1 NA |
| 21. Phone Calls   | 5 ④ 3 2 1 NA |
| 22. Note Cards  | 5 4 ③ 2 1 NA |
| 23. Social Networking (Twitter, Instagram, Facebook)      | ⑤ 4 3 2 1 NA |

**PUBLIC RELATIONS:**

- |  |                     |
|--|---------------------|
| 24. Is involved and visible in community and surrounding area  | 5 4 <u>3</u> 2 1 NA |
| 25. Is adept with media relations  | 5 <u>4</u> 3 2 1 NA |
| 26. Has appropriate interpersonal skills when dealing with Alumni Administrators, Faculty, Coaches and people in the community | 5 <u>4</u> 3 2 1 NA |

**GENERAL:**

- |   |                     |
|---|---------------------|
| 27. Understands and adheres to University's core values             | 5 <u>4</u> 3 2 1 NA |
| 28. Understands and is in compliance with all NCAA and Big 10 rules | <u>5</u> 4 3 2 1 NA |
| 29. Loyalty to Head Coach, Staff, and Players                       | <u>5</u> 4 3 2 1 NA |
| 30. Handle all duties with competency and enthusiasm                | 5 <u>4</u> 3 2 1 NA |
| 31. Overall rating as a coach                                       | 5 <u>4</u> 3 2 1 NA |

Comments: \_\_\_\_\_

I have read and interviewed with the Head Coach concerning my overall performance evaluation.

3anfESide  
Signature

6/20/17  
Date

GOALS:

**BEST IN AMERICA:**

1. RECRUITER
2. WR COACH/UNIT LEADER
3. STAFF MEMBER



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Orientang, River Rd | Columbus, Ohio 43210

February 1, 2016

Zach Smith  
Assistant Coach  
Football

Dear Zach,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2016 football season.

We have received the final approval for the football staff's annual salary increases. Based on recommendations from the head coach and/or your manager, the increase to your compensation for 2016-17 is listed below:

Current Salary	\$220,000	
Head Coach/Manager Recommendation	\$6,600	3%
New Salary	\$226,600	

This change is effective February 1, 2016 and will be reflected on your February 29<sup>th</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Smith'.

Eugene Smith  
Vice-President  
& Director of Athletics

C: Personnel File

2016 Staff Performance Review

**Overall Comments:**

Positive:	Work On:
1. Unit Strength 2. Unit Performance 3. Recruiting 4. Creativity 5. Knowledge of Offense	1. Unit Behavior (On/Off Field) 2. Unit GPA (2.6)

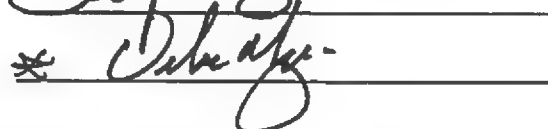
**Employee's Comments:**

Employee Signature:



Date: \_\_\_\_\_

Manager Signature:



Date: \_\_\_\_\_

Admin. Signature:

\_\_\_\_\_

Date: \_\_\_\_\_

HR Signature:

\_\_\_\_\_

Date: \_\_\_\_\_



**2016 OHIO STATE FOOTBALL**  
**Assistant Coaches' Performance Review**  
**\*\*PUBLIC RECORD\*\***

Recognizing that evaluation is an ongoing process, which involves both formalized and less structural components, the importance of each of these factors in the evaluation process of coaches at Ohio State will be weighted as follows:

Using a scale of 1-5, 1 being unsatisfactory and 5 being exceeds expectation.

<u>Exceeds Expectations</u>	<u>Meets Expectations</u>	<u>Marginally Meets Expectations</u>	<u>Needs Improvement Expectations</u>	<u>Unsatisfactory</u>	<u>Not Applicable</u>
5	4	3	2	1	NA

**Assistant Coaches' Performance Evaluation**

NAME: Zach Smith

Position: WR's

Inclusive Dates of Appraisal: From 6/21/15 To 6/21/16

**Evaluation**

1. Productivity of your unit (coordinators only) 5 4 3 2 1 NA

Comments: N/A

2. Productivity and development of your players on field 5 4 3 2 1 NA

Comments: \_\_\_\_\_

3. Productivity and development of your players off field

a. Academic	5	4	<u>3</u>	2	1	NA
b. Social	5	<u>4</u>	3	2	1	NA
c. Campus Behavior	5	<u>4</u>	3	2	1	NA

Comments: NEED TO IMPROVE ACADEMIC PERFORMANCE

4. Productivity in recruiting 5 4 3 2 1 NA

Comments: SHOULD BE A 5+ [NOT GOOD ENOUGH]

5. Off field assignments complete, accurate, and acceptable format 5 4 3 2 1 NA

Comments: NEED TO GET BACK TO HOW I WAS LAST 3 YEARS ON 3RD DOWN 3 RZ GAMEPLAN



**STUDENT ATHLETE RELATIONSHIP:**

- |   |                     |
|---|---------------------|
| 6. Active interest in academic performance of student- athlete                      | 5 <b>4</b> 3 2 1 NA |
| 7. Complete involvement with player's lives<br>(academics, social, family, etc... ) | <b>5</b> 4 3 2 1 NA |
| 8. Maintains a coach/player relationship  | 5 <b>4</b> 3 2 1 NA |
| 9. Motivation of players off the field  | 5 4 <b>3</b> 2 1 NA |

**FOOTBALL COACHING:**

- |  |                     |
|--|---------------------|
| 10. Competent in position coaching technique                         | <b>5</b> 4 3 2 1 NA |
| 11. Knowledge of position  | <b>5</b> 4 3 2 1 NA |
| 12. Uses available teaching tools for player meetings                | 5 4 <b>3</b> 2 1 NA |
| 13. Research and Development: active interest in professional growth | 5 <b>4</b> 3 2 1 NA |
| 14. On field development of players                                  | 5 <b>4</b> 3 2 1 NA |
| 15. See what is coached on tape                                      | <b>5</b> 4 3 2 1 NA |
| 16. On field demeanor  | 5 <b>4</b> 3 2 1 NA |
| 17. Motivation of players on field                                   | 5 <b>4</b> 3 2 1 NA |
| 18. Organization of practice and meeting times                       | 5 4 <b>3</b> 2 1 NA |

**RECRUITING:**

- |   |                     |
|---|---------------------|
| 19. Thorough in recruitment of potential student-athletes | 5 <b>4</b> 3 2 1 NA |
| 20. Turns in all paperwork on time and complete           | 5 4 <b>3</b> 2 1 NA |
| 21. Phone Calls   | 5 <b>4</b> 3 2 1 NA |
| 22. Note Cards  | 5 4 <b>3</b> 2 1 NA |
| 23. Social Networking (Twitter, Instagram, Facebook)      | <b>5</b> 4 3 2 1 NA |



**PUBLIC RELATIONS:**


24. Is involved and visible in community and surrounding area 5 4 3 2 1 NA
25. Is adept with media relations 5 4 3 2 1 NA
26. Has appropriate interpersonal skills when dealing with Alumni Administrators, Faculty, Coaches and people in the community 5 4 3 2 1 NA

**GENERAL:**

27. Understands and adheres to University's core values 5 4 3 2 1 NA
28. Understands and is in compliance with all NCAA and Big 10 rules 5 4 3 2 1 NA
29. Loyalty to Head Coach, Staff, and Players 5 4 3 2 1 NA
30. Handle all duties with competency and enthusiasm 5 4 3 2 1 NA
31. Overall rating as a coach 5 4 3 2 1 NA

Comments: I SHOULD BE THE BEST ASST. COH IN AMERICA

I have read and interviewed with the Head Coach concerning my overall performance evaluation.

  
Signature

6/22/16  
Date

GOALS:



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd. | Columbus, Ohio 43210

February 25, 2015

Zach Smith  
Assistant Coach  
Football

Dear Zach,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2015 football season.


We have received the final approval for the football staff's annual salary increases. Based on recommendations from the head coach and/or your manager, the increase to your compensation for 2015-16 is listed below:

Current Salary	\$170,035	
Head Coach/Manager Recommendation	\$49,965	29.39%
New Salary	\$220,000	

This change is effective February 1, 2015 and will be reflected on your February 27<sup>th</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Vice-President  
& Director of Athletics

C: Personnel File



**2015 Staff Performance Review**

**Overall Comments:**

Positive:	Work On:
<ul style="list-style-type: none"><li>1. Unit Strength</li><li>2. Unit Performance</li><li>3. Recruiting</li><li>4. Creativity in all areas</li><li>5. Knowledge of Offense</li></ul>	<ul style="list-style-type: none"><li>1. Unit Behavior (On/Off Field)</li><li>2. Unit GPA (2.58)</li></ul>

**Employee's Comments:**

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_

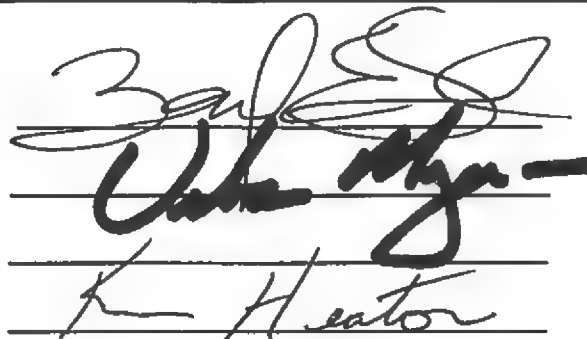
Date: \_\_\_\_\_

Admin. Signature: \_\_\_\_\_

Date: \_\_\_\_\_

HR Signature: \_\_\_\_\_

Date: \_\_\_\_\_



**2015 OHIO STATE FOOTBALL**  
**Assistant Coaches' Performance Review**

Recognizing that evaluation is an ongoing process, which involves both formalized and less structural components, the importance of each of these factors in the evaluation process of coaches at Ohio State will be weighted as follows:

Using a scale of 1-5, 1 being unsatisfactory and 5 being exceeds expectation.

<u>Exceeds Expectations</u>	<u>Meets Expectations</u>	<u>Marginally Meets Expectations</u>	<u>Needs Improvement Expectations</u>	<u>Unsatisfactory</u>	<u>Not Applicable</u>
5	4	3	2	1	NA

**Assistant Coaches' Performance Evaluation**

NAME: Zach Smith Position: WR's

Inclusive Dates of Appraisal: From \_\_\_\_\_ To \_\_\_\_\_

**Evaluation**

1. Productivity of your unit (coordinators only) 5 4 3 2 1 NA

Comments: \_\_\_\_\_

2. Productivity and development of your players on field 5 ☒ 3 2 1 NA

Comments: \_\_\_\_\_

3. Productivity and development of your players off field

a. Academic 5 4 ☒ 2 1 NA

b. Social 5 4 3 ☒ 1 NA

c. Campus Behavior 5 4 ☒ 2 1 NA

Comments: \_\_\_\_\_

4. Productivity in recruiting 5 ☒ 3 2 1 NA

Comments: \_\_\_\_\_

5. Off field assignments complete, accurate, and acceptable format 5 ☒ 3 2 1 NA

Comments: \_\_\_\_\_

**STUDENT ATHLETE RELATIONSHIP:**

- |   |                                     |
|---|-------------------------------------|
| 6. Active interest in academic performance of student- athlete                      | 5 <input type="checkbox"/> 3 2 1 NA |
| 7. Complete involvement with player's lives<br>(academics, social, family, etc... ) | 5 <input type="checkbox"/> 3 2 1 NA |
| 8. Maintains a coach/player relationship  | <input type="checkbox"/> 4 3 2 1 NA |
| 9. Motivation of players off the field  | 5 <input type="checkbox"/> 3 2 1 NA |

**FOOTBALL COACHING:**

- |  |                                     |
|--|-------------------------------------|
| 10. Competent in position coaching technique                         | 5 <input type="checkbox"/> 3 2 1 NA |
| 11. Knowledge of position  | 5 <input type="checkbox"/> 3 2 1 NA |
| 12. Uses available teaching tools for player meetings                | 5 4 <input type="checkbox"/> 2 1 NA |
| 13. Research and Development: active interest in professional growth | <input type="checkbox"/> 4 3 2 1 NA |
| 14. On field development of players                                  | 5 <input type="checkbox"/> 3 2 1 NA |
| 15. See what is coached on tape                                      | <input type="checkbox"/> 3 2 1 NA   |
| 16. On field demeanor  | 5 <input type="checkbox"/> 3 2 1 NA |
| 17. Motivation of players on field                                   | <input type="checkbox"/> 4 3 2 1 NA |
| 18. Organization of practice and meeting times                       | 5 4 <input type="checkbox"/> 2 1 NA |

**RECRUITING:**

- |   |                                     |
|---|-------------------------------------|
| 19. Thorough in recruitment of potential student-athletes | 5 <input type="checkbox"/> 3 2 1 NA |
| 20. Turns in all paperwork on time and complete           | 5 <input type="checkbox"/> 3 2 1 NA |
| 21. Phone Calls   | 5 <input type="checkbox"/> 3 2 1 NA |
| 22. Note Cards  | 5 <input type="checkbox"/> 3 2 1 NA |
| 23. Social Networking (Twitter, Instagram, Facebook)      | <input type="checkbox"/> 4 3 2 1 NA |

**PUBLIC RELATIONS:**

- |  |   |   |   |   |    |
|--|---|---|---|---|----|
| 24. Is involved and visible in community and surrounding area  | 5 | 3 | 2 | 1 | NA |
| 25. Is adept with media relations  | 5 | 3 | 2 | 1 | NA |
| 26. Has appropriate interpersonal skills when dealing with Alumni Administrators, Faculty, Coaches and people in the community | 4 | 3 | 2 | 1 | NA |

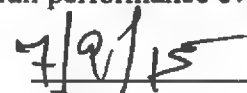
**GENERAL:**

- |   |   |   |   |   |    |
|---|---|---|---|---|----|
| 27. Understands and adheres to University's core values             | 5 | 3 | 2 | 1 | NA |
| 28. Understands and is in compliance with all NCAA and Big 10 rules | 5 | 3 | 2 | 1 | NA |
| 29. Loyalty to Head Coach, Staff, and Players                       | 4 | 3 | 2 | 1 | NA |
| 30. Handle all duties with competency and enthusiasm                | 4 | 3 | 2 | 1 | NA |
| 31. Overall rating as a coach                                       | 5 | 3 | 2 | 1 | NA |

Comments: \_\_\_\_\_

I have read and interviewed with the Head Coach concerning my overall performance evaluation.

  
Signature

  
Date

**GOALS:**

**RECRUITING GOALS:**

1. Stay in front of the Recruiting Innovation Curve – Keep Ohio State as the “Model” for other schools to mimic & constantly arm our staff with a Recruiting Arsenal unmatched in College Football
2. Sign 2-3 Difference Makers at WR
3. Set the Table to Sign the Best Prospects (1<sup>st</sup> Round Draft Picks) in Future Classes (2017, 2018, etc)
4. Build on Recent Production to become a National Name in Recruiting (Become the “Doc Holliday” of today)

### **UNIT LEADER GOALS:**

1. Maximize 2015 to not only have the Best WR Unit in America, but build the lower “ranks” to ensure we stay there and improve year to year.
2. Cultivate the Culture that has started to form – eliminate / minimize the off the field distractions and develop / intensify the “Grind” mentality that transformed my group
3. Continue to Learn / Research ways to develop the skill set necessary to be successful at WR & also keep my players engaged / excited

### **FOOTBALL COACH GOALS:**

1. Lead the Country in 3<sup>rd</sup> Down Efficiency & Touchdowns in the Red Zone
2. Lead the Country in Punt Return Average, Returns for Touchdowns & Blocked Punt
3. Increase Value and become a difference maker Game Planning and Attacking Opponents



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Orientangy River Rd. | Columbus, Ohio 43210

March 25, 2014

Zach Smith  
Assistant Coach  
Football

Dear Zach,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2014 football season.

We have received the final approval for the football staff's annual salary increases. Based on recommendations from the head coach and/or your manager, the increase to your compensation for 2014-15 is listed below:

Current Salary	\$155,000	
Head Coach/Manager Recommendation	\$15,035	9.7%
New Salary	\$170,035	

This change is effective February 1, 2014 and will be reflected on your March 31<sup>st</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

Eugene Smith  
Vice-President  
& Director of Athletics

C: Personnel File



## 2014 Staff Performance Review

**Overall Comments:**

Positive:		Work On:
1. Closing On: [REDACTED]		1. Consistency- In all Areas
2. Position Group Production		2. Value to staff

**Employee's Comments:**

[illegible]

**Employee Signature:**

3rd Grade

Date: 10-1-14

**Manager Signature:**

Out -

Date: 7-1-14

**Admin. Signature:**

15.

Date: \_\_\_\_\_

**HR Signature:**

Ken Heston

Date: \_\_\_\_\_



**2014 OHIO STATE FOOTBALL**  
**Assistant Coaches' Performance Review**

Recognizing that evaluation is an ongoing process, which involves both formalized and less structural components, the importance of each of these factors in the evaluation process of coaches at Ohio State will be weighted as follows:

Using a scale of 1-5, 1 being unsatisfactory and 5 being exceeds expectation.

<u>Exceeds Expectations</u>	<u>Meets Expectations</u>	<u>Marginally Meets Expectations</u>	<u>Needs Improvement Expectations</u>	<u>Unsatisfactory</u>	<u>Not Applicable</u>
5	4	3	2	1	NA

**Assistant Coaches' Performance Evaluation**

NAME: Zach Smith

Position: WR's

Inclusive Dates of Appraisal: FROM 6/23/13 TO 6/23/14

**Evaluation**

1. Productivity of your unit (coordinators only) 5 4 3 2 1 NA

Comments: N/A

2. Productivity and development of your players on field 5 4 3 2 1 NA

Comments: PLATEAUED AT END, NEEDS TO BE BEST IN AMERICA

3. Productivity and development of your players off field

- |                    |  |
|--------------------|--|
| a. Academic        | 5 <span style="border: 1px solid black; padding: 0 2px;">4</span> 3 2 1 NA |
| b. Social          | 5 <span style="border: 1px solid black; padding: 0 2px;">4</span> 3 2 1 NA |
| c. Campus Behavior | 5 <span style="border: 1px solid black; padding: 0 2px;">4</span> 3 2 1 NA |

Comments: MINIMAL ISSUES - ACADEMICS DIPPED SLIGHTLY

4. Productivity in recruiting 5 4 3 2 1 NA

Comments: SIGNED 2 BIGTIMERS - GOAL 4+ THIS YR

5. Off field assignments complete, accurate, and acceptable format 5 4 3 2 1 NA

Comments: NO ISSUES.

### **STUDENT ATHLETE RELATIONSHIP:**

- |   |              |
|---|--------------|
| 6. Active interest in academic performance of student- athlete                      | 5 4 3 2 1 NA |
| 7. Complete involvement with player's lives<br>(academics, social, family, etc... ) | 5 4 3 2 1 NA |
| 8. Maintains a coach/player relationship  | 5 4 3 2 1 NA |
| 9. Motivation of players off the field  | 5 4 3 2 1 NA |

### **FOOTBALL COACHING:**

- |  |              |
|--|--------------|
| 10. Competent in position coaching technique                         | 5 4 3 2 1 NA |
| 11. Knowledge of position  | 5 4 3 2 1 NA |
| 12. Uses available teaching tools for player meetings                | 5 4 3 2 1 NA |
| 13. Research and Development: active interest in professional growth | 5 4 3 2 1 NA |
| 14. On field development of players                                  | 5 4 3 2 1 NA |
| 15. See what is coached on tape                                      | 5 4 3 2 1 NA |
| 16. On field demeanor  | 5 4 3 2 1 NA |
| 17. Motivation of players on field                                   | 5 4 3 2 1 NA |
| 18. Organization of practice and meeting times                       | 5 4 3 2 1 NA |

### **RECRUITING:**

- |   |              |
|---|--------------|
| 19. Thorough in recruitment of potential student-athletes | 5 4 3 2 1 NA |
| 20. Turns in all paperwork on time and complete           | 5 4 3 2 1 NA |
| 21. Phone Calls   | 5 4 3 2 1 NA |
| 22. Note Cards  | 5 4 3 2 1 NA |
| 23. Social Media  | 5 4 3 2 1 NA |

### PUBLIC RELATIONS:

24. Is involved and visible in community and surrounding area 5 4 3 2 1 NA
25. Is adept with media relations 5 4 3 2 1 NA
26. Has appropriate interpersonal skills when dealing with Alumni Administrators, Faculty, Coaches and people in the community 5 4 3 2 1 NA

### GENERAL:

27. Understands and adheres to University's core values 5 4 3 2 1 NA
28. Understands and is in compliance with all NCAA and Big 10 rules 5 4 3 2 1 NA
29. Loyalty to Head Coach, Staff, and Players 5 4 3 2 1 NA
30. Handle all duties with competency and enthusiasm 5 4 3 2 1 NA
31. Overall rating as a coach 5 4 3 2 1 NA

Comments: MADE STRIDES, NEED TO CONTINUE GROWTH

I have read and interviewed with the Head Coach concerning my overall performance evaluation.

  
Signature

6/25/14  
Date

### GOALS AS A POSITION COACH AND UNIT LEADER:

- HAVE THE BEST WIDE RECEIVER UNIT IN AMERICA
- LEAD THE BIG 10 IN RECEIVING BY WIDE RECEIVER'S
- COACH AN ALL-BIG 10 WIDE RECEIVER
- COACH AN ALL-AMERICAN WIDE RECEIVER
- COACH A 1<sup>ST</sup> ROUND WIDE RECEIVER
- COACH A BILETNIKOFF WIDE RECEIVER

### GOALS AS A RECRUITER:

- SIGN 4+ NATIONAL RECRUITS
- BE THE BEST RECRUITER ON OUR STAFF
- BE THE BEST RECRUITER IN THE BIG 10
- BE THE BEST RECRUITER IN THE COUNTRY

### GOALS AS AN ASSISTANT COACH (STAFF):

- BE AN EXPERT AT UNDERSTANDING AND ATTACKING QUARTERS COVERAGES
- LEAD THE BIG 10 / COUNTRY ON 3<sup>RD</sup> DOWN CONVERSION
- BE MORE VOCAL IN GAME PLAN AND SCHEME DISCUSSIONS





## OHIO STATE ATHLETICS

Fawcett Center | 2400 Oentangy River Rd. | Columbus, Ohio 43210

March 7, 2013

Zach Smith  
Assistant Coach  
Football

Dear Zach,

We have concluded a remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2013 football season.

We have received the final approval for the football staff's annual salary increases. Based on recommendations from your administrator and/or manager, the increase to your compensation for 2013-14 is listed below:


Current Salary	\$150,000	
Administrator/Manager Recommendation	\$5,000	3.0%
New Salary	\$155,000	

This change is effective February 1, 2013 and will be reflected on your March 29<sup>th</sup> paycheck.

You will be issued a new contract in April. The term of your new contract is 5/1/2013-4/30/2014.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Associate Vice-President  
& Director of Athletics

*Thanks Zach!*  
*JS*

C: Personnel File



2013 Staff Performance Review

**Overall Comments:**

Positive:	Work On:
1. Punt return unit	1. Power of Unit: Production, Development, Talent Level
2. Development of [REDACTED]	2. Recruiting: Production, Work Ethic, Paperwork
	3. Value to staff
	4. Practice Demeanor

**Employee's Comments:**

Employee Signature: Beryl E. Smith

Manager Signature: John A. Smith

Admin. Signature: [Signature]

HR Signature: Kim Hunter

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**OHIO STATE FOOTBALL**  
**Assistant Coaches' Performance Review**

Recognizing that evaluation is an ongoing process, which involves both formalized and less structural components, the importance of each of these factors in the evaluation process of coaches at Ohio State will be weighted as follows:

Using a scale of 1-5, 1 being unsatisfactory and 5 being exceeds expectation.

<u>Exceeds Expectations</u>	<u>Meets Expectations</u>	<u>Marginally Meets Expectations</u>	<u>Needs Improvement Expectations</u>	<u>Unsatisfactory</u>	<u>Not Applicable</u>
5	4	3	2	1	NA

**Assistant Coaches' Performance Evaluation**

NAME: Zach Smith

Position: Wide Receivers

Inclusive Dates of Appraisal: From: 3/1/12

To: 3/1/13

**Evaluation**

1. Productivity of your unit (coordinators only) 5 4 3 2 1 NA

Comments: N/A

2. Productivity and development of your players on field 5 4 3 2 1 NA

Comments: AVERAGE-UNACCEPTABLE FOR OHIO STATE

3. Productivity and development of your players off field

a. Academic

5 4 3 2 1 NA

b. Social

5 4 3 2 1 NA

c. Campus Behavior

5 4 3 2 1 NA

Comments: IMPROVED-TOO MANY ISSUES

4. Productivity in recruiting 5 4 3 2 1 NA

Comments: NOT EVEN CLOSE TO EXPECTATIONS/CAPABILITY

5. Off field assignments complete, accurate, and acceptable format 5 4 3 2 1 NA

Comments: ALL OFF FIELD ASSIGNMENTS WERE THOROUGH & COMPETANT/ACCEPTABLE

### **STUDENT ATHLETE RELATIONSHIP:**

- |   |                     |
|---|---------------------|
| 6. Active interest in academic performance of student- athlete                      | 5 <u>4</u> 3 2 1 NA |
| 7. Complete involvement with player's lives<br>(academics, social, family, etc... ) | 5 <u>4</u> 3 2 1 NA |
| 8. Maintains a coach/player relationship  | 5 <u>4</u> 3 2 1 NA |
| 9. Motivation of players off the field  | 5 <u>4</u> 3 2 1 NA |

### **FOOTBALL COACHING:**

- |  |                     |
|--|---------------------|
| 10. Competent in position coaching technique                         | 5 4 3 <u>2</u> 1 NA |
| 11. Knowledge of position  | 5 4 <u>3</u> 2 1 NA |
| 12. Uses available teaching tools for player meetings                | 5 <u>4</u> 3 2 1 NA |
| 13. Research and Development: active interest in professional growth | 5 4 <u>3</u> 2 1 NA |
| 14. On field development of players                                  | 5 4 <u>3</u> 2 1 NA |
| 15. See what is coached on tape                                      | 5 4 3 <u>2</u> 1 NA |
| 16. On field demeanor  | 5 4 3 <u>2</u> 1 NA |
| 17. Motivation of players on field                                   | 5 4 3 <u>2</u> 1 NA |
| 18. Organization of practice and meeting times                       | 5 4 <u>3</u> 2 1 NA |

### **RECRUITING:**

- |   |                     |
|---|---------------------|
| 19. Thorough in recruitment of potential student-athletes | 5 <u>4</u> 3 2 1 NA |
| 20. Turns in all paperwork on time and complete           | <u>5</u> 4 3 2 1 NA |
| 21. Phone Calls   | 5 <u>4</u> 3 2 1 NA |
| 22. Note Cards  | 5 <u>4</u> 3 2 1 NA |

### PUBLIC RELATIONS:

23. Is involved and visible in community and surrounding area 5 4 3 2 1 NA
24. Is adept with media relations 5 4 3 2 1 NA
25. Has appropriate interpersonal skills when dealing with Alumni Administrators, Faculty, Coaches and people in the community 5 4 3 2 1 NA

### GENERAL:

26. Understands and adheres to University's core values 5 4 3 2 1 NA
27. Understands and is in compliance with all NCAA and SEC rules 5 4 3 2 1 NA
28. Loyalty to Head Coach, Staff, and Players 5 4 3 2 1 NA
29. Handle all duties with competency and enthusiasm 5 4 3 2 1 NA
30. Overall rating as a coach 5 4 3 2 1 NA

Comments: DISAPPOINTED WITH MY PERFORMANCE AS IT APPLIES TO MY EXPECTATION & CAPABILITY

I have read and interviewed with the Head Coach concerning my overall performance evaluation.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

### GOALS:

- BECOME THE BEST RECRUITER ON OUR STAFF
- GET MY PLAYERS TO DEVELOP INTO A STRENGTH OF OUR OFFENSE/SPECIAL TEAMS/PROGRAM
- DEVELOP & MAXIMIZE EACH OF MY PLAYERS
- IMPROVE TIME MANAGEMENT & PRIORITIZING
- FOCUS ON PROFESSIONAL DEVELOPMENT
- \* BECOME AN EXAMPLE OF HOW TO THRIVE AS A COACH, MENTOR, TEACHER & RECRUITER IN THIS PROGRAM



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd. | Columbus, Ohio 43210

December 11, 2013

Zack Smith  
Football  
Woody Hayes Athletic Center

Dear Zack,

Just a note to let you know that your December 31<sup>st</sup> check will include a bonus for the football team winning the division in the amount of \$12,916. If for some reason you do not see this on your check this month please let Krissy know so we can get that corrected.

Congratulations on a great season and best of luck at the Orange Bowl!

Sincerely,

Kim Heaton  
HR Director

Cc: Krissy Mullins/Personnel File

## **ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**

(one-year term: 2017 - 2018)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

### **1.0 Employment**

1.1 Subject to the terms and conditions of this Assistant Football Coach Employment Agreement ("Agreement"), Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this Agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

### **2.0 Term**

2.1 This Agreement is for a fixed-term appointment commencing on February 1, 2017 and terminating, without further notice to Coach, on January 31, 2018.

2.2 This Agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This Agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this Agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this Agreement, Ohio State shall pay Coach:

- a) Base salary, minus applicable withholdings and payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of three hundred thousand (\$300,000) for the term February 1, 2017 to January 31, 2018 ("Base Salary");
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation.**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.



- c) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 17% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- e) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs, Ohio State shall pay Coach supplemental compensation in an amount equal to 21.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;
- f) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.2 (e) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to 25.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and
- g) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept

hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests" of Ohio State as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this Agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this Agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this Agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent

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2 "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

(51%) of his time during the term of this Agreement to coaching (and preparing to coach) the Team;

- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and
- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, University Rules and Governing Athletic Rules; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this Agreement, that would otherwise

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3 "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

4 "NCAA" shall mean the National Collegiate Athletic Association and its successors.

detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Coach also recognizes that Coach is covered by Ohio Ethics Law for public officials and state employees and represents that Coach has received a copy of this legislation from Ohio State and has completed and returned the form acknowledging receipt of such legislation prior to or commensurate with Coach's first day of employment. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the Agreement.

**4.3 Media, Promotions and Public Relations.** Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not

prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this Agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this Agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's or an agreement which would not be in Ohio State's best interest, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

**4.5** Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this Agreement is in effect. Coach agrees to provide the Head Coach and Director with notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Except as provided in Section 5.3 hereof, Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this Agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs, certain promotional opportunities, endorsements (if permissible under state law and University Rules) and any other agreement or arrangement in which Coach provides services in exchange for compensation or benefits to Coach or his family, including but not limited to, outside consulting agreements set forth in Section 4.4 hereof. Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA and/or University rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care in an effort to assure that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this Agreement, University Rules will govern.

## **5.0 Termination**

5.1 Termination by Ohio State for Cause. At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this Agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or
- c) A breach of contract terms, as determined by the Director, or a violation by Coach of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or
- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this Agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or



- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or
- j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or
- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic

staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this Agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA and/or University rules and Section 4.7 of this Agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this Agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this Agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this Agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this Agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation

or benefits under this Agreement which have not been earned as of the date of termination (Coach is not deemed to have earned bonuses and supplemental compensation which Coach must repay to Ohio State in accordance with Section 5.7 hereof). In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2 If Ohio State chooses not to renew this Agreement at the conclusion of its term, Ohio State agrees to give Coach at least ninety (90) days' notice of such non-renewal. Ohio State's notice shall be given on or after January 1<sup>st</sup>. In the event that such notice extends beyond the term of this Agreement, then this Agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This Agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.

If, at any time during the term of this Agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. Ohio State also has the right to terminate Coach's employment without cause at any time during the term of this Agreement. If Ohio State chooses to terminate Coach's employment in such a circumstance, or if Ohio State chooses to terminate Coach's employment without cause, Ohio State shall pay to Coach, as liquidated damages, his then-current Base Salary in substantially equal monthly installments until the end of the term of this Agreement. Coach shall not be entitled to any further compensation or benefits under this Agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain other employment as soon as practicable following Coach Meyer's separation from Ohio State as Head Coach or following Coach's termination without cause. If Coach is employed elsewhere post-termination, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such position (except not including the employee benefits costs associated with such position)). Coach shall not be entitled to any further compensation or benefits under this Agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees,

legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this Agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this Agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

**5.3. Termination by Coach. If Coach terminates this Agreement:**

- a) Coach shall provide Ohio State with written notice of his termination of this Agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and

- d) If Coach accepts employment or performs services in a coaching position (with the exception of a head coaching position) for an NCAA Division 1 school in the Big Ten Conference, Big 12 Conference, Pac-12 Conference, Atlantic Coast Conference (ACC), Southeastern Conference (SEC) or the University of Notre Dame du Lac (Notre Dame) or Brigham Young University or in a coaching position (with the exception of a head coaching position) for a professional football team at any time up to twelve (12) months after Coach resigns from Ohio State, Ohio State shall require Coach to pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment. Notwithstanding the above, Coach's obligation to pay liquidated damages shall not apply in the event Coach resigns after December 1, 2017; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this Agreement.

**5.4 Records and Information.** All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

**5.5 Death or Disability.** Notwithstanding any other provisions of this Agreement, this Agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

**5.6 Interference with Athletes.** In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

**5.7 Recovery of Bonus and Supplemental Compensation.** In the event this Agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA.

## **6.0 Board of Trustees**

This Agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this Agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0 Waiver**

No waiver of any default in the performance of this Agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this Agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this Agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this Agreement, Coach shall not be entitled to receive, and Coach hereby waives any claim against Ohio State and its officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this Agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

## **8.0 Severability**

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder of the Agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this Agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This Agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this Agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement; Amendments**

This Agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this Agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

#### **12.0 Background Check**

If Coach is a new employee to Ohio State, Ohio State is required to conduct a background check on Coach pursuant to Office of Human Resources Policy 4.15. Coach's employment is contingent upon Ohio State's verification of credentials and other information required by law and/or Ohio State policies, including but not limited to, a criminal background check.

#### **13.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Orientangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach



shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, Ohio 43210

**14.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or Coach's beneficiary regarding the tax effects of this Agreement. Ohio State encourages Coach and Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this Agreement. This Agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of February 1, 2017.

THE OHIO STATE UNIVERSITY

COACH

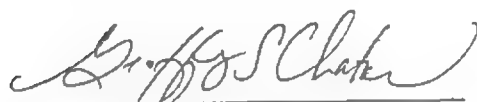
  
Eugene D. Smith

Senior Vice President and  
The Wolfe Foundation Endowed Athletics Director

Date: 4-21-17

  
Zachary Smith

Date: 4/18/17



Geoffrey S. Chatas  
Senior Vice President  
for Business and Finance and CFO

Date: 4.25.17

**ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**  
(one-year term: 2016 - 2017)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

**1.0 Employment**

1.1 Subject to the terms and conditions of this Assistant Football Coach Employment Agreement ("Agreement"), Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this Agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

**2.0 Term**

2.1 This Agreement is for a fixed-term appointment commencing on May 1, 2016 and terminating, without further notice to Coach, on April 30, 2017.

2.2. This Agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This Agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this Agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this Agreement, Ohio State shall pay Coach:

- a) Base salary, minus applicable withholdings and payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of two hundred and twenty-six thousand and six hundred dollars (\$226,600) for the term May 1, 2016 to April 30, 2017 ("Base Salary");
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.

- c) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 17% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- e) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs, Ohio State shall pay Coach supplemental compensation in an amount equal to 21.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;
- f) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.2 (e) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to 25.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and
- g) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

**3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept**

hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests" of Ohio State as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this Agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this Agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this Agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

(51%) of his time during the term of this Agreement to coaching (and preparing to coach) the Team;

- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and
- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, University Rules and Governing Athletic Rules; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this Agreement, that would otherwise

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3 "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

4 "NCAA" shall mean the National Collegiate Athletic Association and its successors.

detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Coach also recognizes that Coach is covered by Ohio Ethics Law for public officials and state employees and represents that Coach has received a copy of this legislation from Ohio State and has completed and returned the form acknowledging receipt of such legislation prior to or commensurate with Coach's first day of employment. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the Agreement.

4.3 Media, Promotions and Public Relations. Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not



prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this Agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this Agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's or an agreement which would not be in Ohio State's best interest, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

**4.5** Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this Agreement is in effect. Coach agrees to provide the Head Coach and Director with notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Except as provided in Section 5.3 hereof, Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this Agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs, certain promotional opportunities, endorsements (if permissible under state law and University Rules) and any other agreement or arrangement in which Coach provides services in exchange for compensation or benefits to Coach or his family, including but not limited to, outside consulting agreements set forth in Section 4.4 hereof. Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care in an effort to assure that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this Agreement, University Rules will govern.

## **5.0 Termination**

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this Agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or
- c) A breach of contract terms, as determined by the Director, or a violation by Coach of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or
- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this Agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or

- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or**
- i) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or**
- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or**
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic**

staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this Agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this Agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this Agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this Agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this Agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this Agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation

or benefits under this Agreement which have not been earned as of the date of termination (Coach is not deemed to have earned bonuses and supplemental compensation which Coach must repay to Ohio State in accordance with Section 5.7 hereof). In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2 If Ohio State chooses not to renew this Agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. Ohio State's notice shall be given on or after January 1<sup>st</sup>. In the event that such notice extends beyond the term of this Agreement, then this Agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This Agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is earlier.

If, at any time during the term of this Agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. Ohio State also has the right to terminate Coach's employment without cause at any time during the term of this Agreement. If Ohio State chooses to terminate Coach's employment in such a circumstance, or if Ohio State chooses to terminate Coach's employment without cause, Ohio State shall pay to Coach, as liquidated damages and not compensation, his then-current Base Salary in substantially equal monthly installments until the end of the term of this Agreement. Coach shall not be entitled to any further compensation or benefits under this Agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain other employment as soon as practicable following Coach Meyer's separation from Ohio State as Head Coach or following Coach's termination without cause. If Coach is employed elsewhere post-termination, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such position (except not including the employee benefits costs associated with such position)). Coach shall not be entitled to any further compensation or benefits under this Agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees,

legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this Agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this Agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

**5.3. Termination by Coach.** If Coach terminates this Agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this Agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and



- d) If Coach accepts employment or performs services in a coaching position (with the exception of a head coaching position) for an NCAA Division 1 school in the Big Ten Conference, Big 12 Conference, Pac-12 Conference, Atlantic Coast Conference (ACC), Southeastern Conference (SEC) or the University of Notre Dame du Lac (Notre Dame) or Brigham Young University or in a coaching position (with the exception of a head coaching position) for a professional football team at any time up to twelve (12) months after Coach resigns from Ohio State, Ohio State shall require Coach to pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment. Notwithstanding the above, Coach's obligation to pay liquidated damages shall not apply in the event Coach resigns after December 1, 2016; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this Agreement.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this Agreement, this Agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

**5.7      Recovery of Bonus and Supplemental Compensation.** In the event this Agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA.

## **6.0      Board of Trustees**

This Agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this Agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0      Waiver**

No waiver of any default in the performance of this Agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this Agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this Agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this Agreement, Coach shall not be entitled to receive, and Coach hereby waives any claim against Ohio State and its officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this Agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

## **8.0      Severability**

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder of the Agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this Agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This Agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this Agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement; Amendments**

This Agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this Agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

#### **12.0 Background Check**

If Coach is a new employee to Ohio State, Ohio State is required to conduct a background check on Coach pursuant to Office of Human Resources Policy 4.15. Coach's employment is contingent upon Ohio State's verification of credentials and other information required by law and/or Ohio State policies, including but not limited to, a criminal background check.

#### **13.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach

shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olenlangy River Road  
Columbus, OH 43210

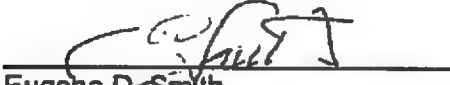
**14.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or Coach's beneficiary regarding the tax effects of this Agreement. Ohio State encourages Coach and Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this Agreement. This Agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of May 1, 2016.

THE OHIO STATE UNIVERSITY


COACH

  
Eugene D. Smith  
Senior Vice President and  
The Wolfe Foundation Endowed Athletics Director

Date: 9-8-16

  
Zachary Smith

Date: 8/30/16

  
Geoffrey S. Chatas  
Senior Vice President  
for Business and Finance and CFO

Date: 9.21.16

**ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**  
(one-year term: 2015 - 2016)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

**1.0 Employment**

1.1 Subject to the terms and conditions of this Assistant Football Coach Employment Agreement ("Agreement"), Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this Agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

**2.0 Term**

2.1 This Agreement is for a fixed-term appointment commencing on May 1, 2015 and terminating, without further notice to Coach, on April 30, 2016.

2.2. This Agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This Agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this Agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this Agreement, Ohio State shall pay Coach:

- a) Base salary, minus applicable withholdings and payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of two hundred twenty thousand dollars (\$220,000) for the term May 1, 2015 to April 30, 2016 ("Base Salary");
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.

- c) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- e) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs, Ohio State shall pay Coach supplemental compensation in an amount equal to 21.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;
- f) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.2 (e) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to 25.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and
- g) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

**3.3** All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept



hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests" of Ohio State as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this Agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this Agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this Agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

(51%) of his time during the term of this Agreement to coaching (and preparing to coach) the Team;

- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and
- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, University Rules and Governing Athletic Rules; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

**4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this Agreement, that would otherwise**

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<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Coach also recognizes that Coach is covered by Ohio Ethics Law for public officials and state employees and represents that Coach has received a copy of this legislation from Ohio State and has completed and returned the form acknowledging receipt of such legislation prior to or commensurate with Coach's first day of employment. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the Agreement.

**4.3 Media, Promotions and Public Relations.** Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not

prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this Agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this Agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's or an agreement which would not be in Ohio State's best interest, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

**4.5** Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this Agreement is in effect. Coach agrees to provide the Head Coach and Director with notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Except as provided in Section 5.3 hereof, Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this Agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs, certain promotional opportunities, endorsements (if permissible under state law and University Rules) and any other agreement or arrangement in which Coach provides services in exchange for compensation or benefits to Coach or his family, including but not limited to, outside consulting agreements set forth in Section 4.4 hereof. Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care in an effort to assure that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this Agreement, University Rules will govern.

## **5.0 Termination**

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this Agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or
- c) A breach of contract terms, as determined by the Director, or a violation by Coach of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or
- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this Agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or

- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or
- j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or
- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic



staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this Agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this Agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this Agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this Agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this Agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this Agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation

or benefits under this Agreement which have not been earned as of the date of termination (Coach is not deemed to have earned bonuses and supplemental compensation which Coach must repay to Ohio State in accordance with Section 5.7 hereof). In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2 If Ohio State chooses not to renew this Agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this Agreement, then this Agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This Agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.

If, at any time during the term of this Agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. Ohio State also has the right to terminate Coach's employment without cause at any time during the term of this Agreement. If Ohio State chooses to terminate Coach's employment in such a circumstance, or if Ohio State chooses to terminate Coach's employment without cause, Ohio State shall pay to Coach, as liquidated damages and not compensation, his then-current Base Salary in substantially equal monthly installments until the end of the term of this Agreement. Coach shall not be entitled to any further compensation or benefits under this Agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain other employment as soon as practicable following Coach Meyer's separation from Ohio State as Head Coach or following Coach's termination without cause. If Coach is employed elsewhere post-termination, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such position (except not including the employee benefits costs associated with such position)). Coach shall not be entitled to any further compensation or benefits under this Agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its

trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this Agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this Agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

**5.3. Termination by Coach.** If Coach terminates this Agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this Agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and

- d) If Coach accepts employment or performs services in a coaching position (with the exception of a head coaching position) for an NCAA Division 1 school in the Big Ten Conference, Big 12 Conference, Pac-12 Conference, Atlantic Coast Conference (ACC), Southeastern Conference (SEC) or the University of Notre Dame du Lac (Notre Dame) or Brigham Young University or in a coaching position (with the exception of a head coaching position) for a professional football team at any time up to twelve (12) months after Coach resigns from Ohio State, Ohio State shall require Coach to pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment. Notwithstanding the above, Coach's obligation to pay liquidated damages shall not apply in the event Coach resigns after December 1, 2015; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this Agreement.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this Agreement, this Agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

**5.7      Recovery of Bonus and Supplemental Compensation.** In the event this Agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA.

## **6.0      Board of Trustees**

This Agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this Agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0      Waiver**

No waiver of any default in the performance of this Agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this Agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this Agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this Agreement, Coach shall not be entitled to receive, and Coach hereby waives any claim against Ohio State and its officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this Agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

## **8.0      Severability**

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder of the Agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this Agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This Agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this Agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement; Amendments**

This Agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this Agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

#### **12.0 Background Check**

If Coach is a new employee to Ohio State, Ohio State is required to conduct a background check on Coach pursuant to Office of Human Resources Policy 4.15. Coach's employment is contingent upon Ohio State's verification of credentials and other information required by law and/or Ohio State policies, including but not limited to, a criminal background check.

#### **13.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach

shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210

**14.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or Coach's beneficiary regarding the tax effects of this Agreement. Ohio State encourages Coach and Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this Agreement. This Agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of May 1, 2015.

THE OHIO STATE UNIVERSITY


COACH

  
\_\_\_\_\_  
Eugene D. Smith  
Vice President and  
Director of Athletics

Date: 9-16-15

  
\_\_\_\_\_  
Zachary Smith

Date: 8/1/15

  
\_\_\_\_\_  
Geoffrey S. Chatas  
Senior Vice President  
for Business and Finance and CFO

Date: 9/11/15



## **ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**

(one-year term: 2014 - 2015)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

### **1.0 Employment**

1.1 Subject to the terms and conditions of this agreement, Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

### **2.0 Term**

2.1 This agreement is for a fixed-term appointment commencing on May 1, 2014 and terminating, without further notice to Coach, on April 30, 2015.

2.2. This agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this agreement, Ohio State shall provide Coach:

- a) Base salary, payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of One Hundred Seventy Thousand Thirty Five Dollars (\$170,035) for the term May 1, 2014 to April 30, 2015;
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to one half of one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.

- c) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one-half of one month's base salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- e) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs, Ohio State shall pay Coach supplemental compensation in an amount equal to two and a half month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;
- f) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.2 (d) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to three month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and
- g) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

**3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a**

"representative of the athletic interests of the University" as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this agreement to coaching (and preparing to coach) the Team;

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and
- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable policies, rules and regulations of Ohio State, and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, policies, rules and regulations; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, policies, rules or regulations. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with

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<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

Ohio State's staff Conflicts of Interest policy. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the agreement.

**4.3 Media, Promotions and Public Relations.** Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

**4.5** Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this agreement, without the prior written approval of the Director.

**4.6** Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs and endorsements (if permissible under state law and University Rules). Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which



impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this agreement, University Rules will govern.

## **5.0 Termination**

5.1 **Termination by Ohio State for Cause** – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this agreement for cause, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) **Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or**
- b) **A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or**
- c) **A breach of contract terms, as determined by the Director, or a violation of a criminal statute or regulation (excluding minor traffic violations); or**
- d) **A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or**
- e) **Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this agreement, as determined by Ohio State; or**
- f) **Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or**
- g) **Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**
- h) **Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or**

**inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**

- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or**
- j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or**
- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or**
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**
- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or**
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this agreement and by NCAA rules or to**

report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this agreement, as determined by Ohio State; or

- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.**

**It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.**

**As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.**

**5.1.1 Notice. If Ohio State terminates this agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this agreement and the intended effective date of termination.**

**5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation or benefits under this agreement. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.**

**5.2 If Ohio State chooses not to renew this agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this agreement, then this agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.**

If, at any time during the term of this agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. If the University chooses to terminate Coach's employment in such a circumstance, University shall pay to Coach, as liquidated damages and not compensation, his then-current base salary in substantially equal monthly installments until the end of the term of this agreement. Coach shall not be entitled to any further compensation or benefits under this agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain a comparable employment position as soon as practicable following Coach Meyer's separation from the University as Head Coach. If Coach is employed elsewhere post-termination in a comparable employment position, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such comparable position (except not including the employee benefits costs associated with such comparable position)). Coach shall not be entitled to any further compensation or benefits under this agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio

State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

**5.3. Termination by Coach.** If Coach terminates this agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and
- d) If Coach accepts employment or performs services in a coaching position for another NCAA Division 1 school or for a professional football team or as a media commentator with a national broadcast or cable company at any time up to twelve (12) months after Coach resigns from Ohio State, Coach shall pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this agreement.

**5.4 Records and Information.** All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information,

films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

**5.5 Death or Disability.** Notwithstanding any other provisions of this agreement, this agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

**5.6 Interference with Athletes.** In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

**5.7 Recovery of Bonus and Supplemental Compensation.** In the event this agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the actions of Coach, as determined by Ohio State or the NCAA.

## **6.0 Board of Trustees**

This agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0 Waiver**

No waiver of any default in the performance of this agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.



The financial consequences of termination of this agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

#### **8.0 Severability**

If any provision of this agreement is determined to be invalid or unenforceable, the remainder of the agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement: Amendments**

This agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

#### **12.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210

**13.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or his Coach's beneficiary regarding the tax effects of this agreement. Ohio State encourages Coach and his Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this agreement. This agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of May 1, 2014.

THE OHIO STATE UNIVERSITY

COACH

  
\_\_\_\_\_  
Eugene D. Smith  
Associate Vice President and  
Director of Athletics

  
\_\_\_\_\_  
Zachary Smith

Date: 8-12-14

Date: 8/4/14



**Geoffrey S. Chalas**  
**Senior Vice President**  
**for Business and Finance and CFO**

**Date:** 8.25.14

## **ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**

(one-year term: 2013 - 2014)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

### **1.0 Employment**

1.1 Subject to the terms and conditions of this agreement, Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

### **2.0 Term**

2.1 This agreement is for a fixed-term appointment commencing on May 1, 2013 and terminating, without further notice to Coach, on April 30, 2014.

2.2. This agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this agreement, Ohio State shall provide Coach:

- a) Base salary, payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of One Hundred Fifty Five Thousand Dollars (\$155,000) for the term May 1, 2013 to April 30, 2014;
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to one half of one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.

- c) If the Team participates in a post-season, non-BCS bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate, Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team participates in a BCS Bowl game or the BCS National Championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to two month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the National Championship game; and
- e) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests of the University" as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this agreement to coaching (and preparing to coach) the Team;
- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate



representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and

- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable policies, rules and regulations of Ohio State, and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, policies, rules and regulations; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, policies, rules or regulations. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the agreement.

4.3 Media, Promotions and Public Relations. Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-

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<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, Internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that

Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

4.5 Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs and endorsements (if permissible under state law and University Rules). Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually.

Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this agreement, University Rules will govern.

## 5.0 Termination

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a major violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or

- c) A breach of contract terms, as determined by the Director, or a violation of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or
- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or
- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or
- j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or

professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or

- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of

dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation or benefits under this agreement. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2 If Ohio State chooses not to renew this agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this agreement, then this agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.

If, at any time during the term of this agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. If the University chooses to terminate Coach's employment in such a circumstance, University shall pay to Coach, as liquidated damages and not compensation, his then-current base salary in substantially equal monthly installments until the end of the term of this agreement. Coach shall not be entitled to any further compensation or benefits under this agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain a comparable employment position as soon as practicable following Coach Meyer's separation from the University as Head Coach. If Coach is employed elsewhere post-termination in a comparable employment position, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by

Coach's total compensation (from all sources directly related to such comparable position (except not including the employee benefits costs associated with such comparable position)). Coach shall not be entitled to any further compensation or benefits under this agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

5.3. Termination by Coach. If Coach terminates this agreement:



- a) Coach shall provide Ohio State with written notice of his termination of this agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and
- d) If Coach accepts employment or performs services in a coaching position for another NCAA Division 1 school or for a professional football team or as a media commentator with a national broadcast or cable company at any time up to twelve (12) months after Coach resigns from Ohio State, Coach shall pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this agreement.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this agreement, this agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is

otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

5.7 Recovery of Bonus and Supplemental Compensation. In the event this agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the actions of Coach, as determined by Ohio State or the NCAA.

#### 6.0 Board of Trustees

This agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

#### 7.0 Waiver

No waiver of any default in the performance of this agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this agreement for cause, without

cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

**8.0 Severability**

If any provision of this agreement is determined to be invalid or unenforceable, the remainder of the agreement shall not be affected and shall remain in effect.

**9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this agreement without the consent of the other party, which shall not be unreasonably withheld.

**10.0 Governing Law and Jurisdiction**

This agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this agreement must be brought in a court of competent jurisdiction in the State of Ohio.

**11.0 Entire Agreement; Amendments**

This agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

**12.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach

shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210


**13.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or his Coach's beneficiary regarding the tax effects of this agreement. Ohio State encourages Coach and his Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this agreement. This agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of May 1, 2013.

THE OHIO STATE UNIVERSITY


COACH

  
Eugene D. Smith  
Associate Vice President and  
Director of Athletics

Date: 7-16-13

  
Zachary Smith

Date: 6/1/13

  
Geoffrey S. Chalas  
Senior Vice President  
for Business and Finance and CFO

Date: 7-30-13

**ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**  
(one-year term – 2012 only)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

**1.0 Employment**

1.1 Subject to the terms and conditions of this agreement, Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

**2.0 Term**

2.1 This agreement is for a fixed-term appointment commencing on December 22, 2011 and terminating, without further notice to Coach, on April 30, 2013.

2.2. This agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this agreement, Ohio State shall provide Coach:

- a) Base salary, payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of One Hundred Fifty Thousand Dollars (\$150,000) for the term December 22, 2011 to April 30, 2013;
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team wins the Big Ten<sup>1</sup> Leaders Division, Ohio State shall pay Coach supplemental compensation in an amount equal to three month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular season competition;
- b) If the Team is eligible to participate in a post-season bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which the University may be a member.

within 60 days of the conclusion of the Team's last regular season competition; and

- c) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests of the University" as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other payroll taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this agreement to coaching (and preparing to coach) the Team;
- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not

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<sup>3</sup> "University Rules" shall mean any present and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.



eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and

- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules, including but not limited to, the Big 10 Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, policies, rules and regulations; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, policies, rules or regulations. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the agreement.

4.3 Media, Promotions and Public Relations. Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

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<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE,

and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

4.5 Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs and endorsements (if permissible under state law and University Rules). Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law. Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this agreement, University Rules will govern.

## 5.0 Termination

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a major violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or
- c) A breach of contract terms, as determined by the Director, or a violation of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or

- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or
- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or
- i) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or

- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the

NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws.

5.1.1 Notice. If Ohio State terminates this agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation or benefits under this agreement. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2. If Ohio State chooses not to renew this agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this agreement, then this agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.

If, at any time during the term of this agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. If the University chooses to terminate Coach's employment in such a circumstance, University shall pay to Coach, as liquidated damages and not compensation, his then-current base salary in substantially equal monthly installments until the end of the term of this agreement. Coach shall not be entitled to any further compensation or benefits under this agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain a comparable employment position as soon as practicable following Coach Meyer's separation from the University as Head Coach. If Coach is employed elsewhere post-termination in a comparable employment position, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such comparable position (except not including the employee benefits costs associated with such comparable position)). Coach shall not be entitled to any further compensation or benefits under this agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights

Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

5.3. Termination by Coach. If Coach terminates this agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and



- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and
- d) If Coach accepts employment or performs services in a coaching position for another NCAA Division 1 school or for a professional football team or as a media commentator with a national broadcast or cable company at any time up to twelve (12) months after Coach resigns from Ohio State, Coach shall pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this agreement.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this agreement, this agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code"), or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

5.7 Recovery of Bonus and Supplemental Compensation. In the event this agreement is terminated, Coach shall repay to Ohio State all bonus and

supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the actions of Coach, as determined by Ohio State or the NCAA.

## **6.0 Board of Trustees**

This agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0 Waiver**

No waiver of any default in the performance of this agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

## **8.0 Severability**

If any provision of this agreement is determined to be invalid or unenforceable, the remainder of the agreement shall not be affected and shall remain in effect.

## **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this agreement without the consent of the other party, which shall not be unreasonably withheld.

## **10.0 Governing Law and Jurisdiction**

This agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this agreement must be brought in a court of competent jurisdiction in the State of Ohio.

## **11.0 Entire Agreement; Amendments**

This agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

## **12.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Rd.  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Zachary Smith  
Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210


## **13.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or his Coach's beneficiary regarding the tax effects of this agreement. Ohio State encourages Coach and his Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this agreement. This agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.


This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of December 22, 2011.

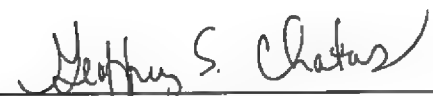
THE OHIO STATE UNIVERSITY

COACH

  
Eugene D. Smith  
Associate Vice President and  
Director of Athletics

Date: 6-10-12

  
Zachary Smith  
Date: 2/28/12

  
Geoffrey S. Chatas  
Senior Vice President  
for Business and Finance and CFO

Date: 6-26-12

**From:** "Athletic Business" <athleticbusiness@athleticbusiness.com>

**Sent:** 8/3/2018 11:20 AM

**To:** "Mullins, Krissy" <mullins.180@osu.edu>

**CC:**

**Subject:** Northwestern's Stunning New Facility | Dog in Gym Locker | Meyer Fallout Continues

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FRIDAY, AUGUST 3, 2018

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## Facility Friday: Northwestern's Walter Athletic Center, ECU Locker Room

This week, Northwestern University dedicated its brand new Walter Athletics Center. The facility, located on the banks of Lake Michigan in Evanston, Ill., ...

### **Man Leaves Puppy in Gym Locker**

Fitness club owners see it all and have to be prepared to deal with just about any situation. Such was the case at an LA ...

### **Ohio State Closes Ranks as Scandal Looms**

Ohio State closed ranks around the rollout of its football season as the university investigates whether coach Urban Meyer failed to report domestic abuse allegations ...

### **Clause in Meyer's Contract Could Make Firing Him Easier**

A clause added to Ohio State football coach Urban Meyer's contract earlier this year raised the stakes on his handling of allegations an assistant coach ...

### **Opinion: Pressure on OSU to Do the Right Thing with Meyer**

It's Wednesday evening and the television is on in the background, tuned to ESPN, and there are a lot of football people breaking down a ...

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SPRINGFIELD

### **Study: Soccer Headers Do More Damage to Women**

The loud clacking sounds and cocoon-like enclosed space of the MRI machine lulls soccer player, teacher and now coach Kiah Mahy, 25, into a peaceful ...

### **HS Swimmer Gets Six-Month Drug Ban**

A member of the Hauppauge (N.Y.) High School swim team has accepted a six-month suspension from USA Swimming events and practices after testing positive for a ...

### **Vandals Deface Pickleball Courts — Again**

For the second time in less than a month, Springfield (Ill.) Park District police are investigating obscene vandalism at Iles Park's pickleball courts. The spray-painting ...

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SPRINGFIELD

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### **University of Richmond Gets Locker Room Upgrade**

When University of Richmond football players report for the team's first preseason practice Friday, they'll be greeted by a new locker room, a new ...

### **Austin City Council Still Has Concerns Over Stadium Plan**

Jimmy Flannigan of Austin (Texas) City Council used a soccer reference to sum up his thoughts on a term sheet between the city and Crew SC ...

[READ MORE NEWS ...](#)

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## FROM THE COMMUNITY

### **Yesterday's Most Read**

#### **Ohio State's Meyer Placed on Administrative Leave**

Ohio State placed football coach Urban Meyer on paid administrative leave Wednesday while it investigates claims that his wife knew about allegations of domestic violence against an assistant coach years before he was fired last week.

### **Reader Comments**

### OSU Wrestlers Pressured to Recant Abuse Allegations

The cover-up continues and to think the coach tweets an attempt to change a ...

### Opinion: Meyer Must Go if He Protected Abuser

It is just part of the American culture of winning at all costs. We have seen this ...

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**From:** "Athletic Business" <athleticbusiness@athleticbusiness.com>

**Sent:** 8/2/2018 12:15 PM

**To:** "Mullins, Krissy" <mullins.180@osu.edu>

**CC:**

**Subject:** Outdoor Pool Design | Trouble at Ohio State | Cheating Concussion Tests

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THURSDAY, AUGUST 2, 2018

Brought to you by: [FLEX LIGHTING SOLUTIONS](#) | [BISON](#)

## Tips for Designing an Outdoor Pool

One of the three outdoor pool options presented to the Boulder City (Nev.) Parks and Recreation Commission earlier this year included a \$27.3 million plan ...

### **Ohio State's Meyer Placed on Administrative Leave**

Ohio State placed football coach Urban Meyer on paid administrative leave Wednesday while it investigates claims that his wife knew about allegations of ...

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SPONSOR

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### **Opinion: Meyer Must Go if He Protected Abuser**

It has never been enough for Urban Meyer to be just a football coach, even if being one of the best to ever do it ...

## **OSU Wrestlers Pressured to Recant Abuse Allegations**

Text messages indicate that retired Ohio State University wrestling coach Russ Hellickson pressured two former wrestlers to recant their allegations that they had ...

## **Report: Concussion Test Susceptible to Cheating**

A common test that screens for concussions can easily be duped, according to new research from Butler University that was reported by the Washington Post. ...

## **Report: Idaho AD's Response to Claims Inadequate**

University of Idaho Athletic Director Rob Spear "responded inadequately" to reports of sexual assault and harassment by athletes in 2012-13, according to an ...

## **Fitness Program Brings Workouts to Park**

A downtown Lebanon program is showing that four walls aren't necessary to pack the most into summertime exercise. ...

## **FHSAA Mulling Classification Overhaul**

Is high school football ready to wave goodbye to district tournaments and nine-classification sports? By the first whistle of August 2019, the answer could be ...

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### **Chicago Suburb to Sponsor NCAA Bowl Game**

Not to be confused with the iconic "Elk Grove Bowl" bowling alley, Elk Grove Village is getting its own nationally televised college football bowl game ...

### **Council Meeting Dominated by Stadium Discussion**

The shadow of a downtown stadium loomed large over a packed meeting where the Spokane City Council was scheduled to consider only taxes for new ...

**[READ MORE NEWS ...](#)**

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SPokane

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### **Finley Center**

The City of Hoover's multipurpose Finley Center is constructed on a site adjacent to the existing Hoover Metropolitan Baseball Stadium and is the first phase of ...

To **[learn more about submitting](#)**, please contact **[Andy Berg](#)**.

[Learn more about Sports Systems.](#)

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## FROM THE COMMUNITY

### Yesterday's Most Read

#### **Critics Slam Deal for Naming Rights to New Bucks Arena**

The Milwaukee Bucks' new arena is set to open later this summer and some are already crying foul over taxpayer monies being kicked back to the facility's namesake.

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*Urban's personnel file*

March 2, 2012

Urban Meyer  
Head Football Coach  
Ohio State University

Coach Meyer:

During its conference call on February 22, 2012, the Big Ten Compliance and Reinstatement Subcommittee reviewed the December 20, 2011 self-report involving impermissible contact you had with two prospects in conjunction with the [REDACTED] state football championship, which occurred on [REDACTED]

In the first instance, contact occurred with a football prospect, [REDACTED], on the field prior to the game. In the second instance, contact occurred with another football prospect, [REDACTED] after the game but before [REDACTED] had departed the dressing facility. NCAA Bylaw 13.1.6.2 prohibits both contact at any site prior to a contest on the day of competition, as well as contact after the competition until the prospect has been released and has departed the dressing facility.

The Subcommittee accepted the institutional action, which included prohibiting the football staff from corresponding with or calling [REDACTED] for a two-week period. Moreover, the Subcommittee believed the violations to be secondary in nature. Nevertheless, the Subcommittee expressed a heightened level of concern over this case.

Based on the evidence available, which notably includes a photograph of your contact with [REDACTED] on the field prior to the game, the Subcommittee believes that at a minimum, it was irresponsible to put yourself in a position for impermissible contact to occur. In other words, the Subcommittee believes that these violations were entirely avoidable. In light of this heightened concern, the Subcommittee will review future similar violations involving the football staff with heightened scrutiny.

Please let me know if you have any questions or if I can be of assistance.

Respectfully,

Chad A. Hawley  
Associate Commissioner

## **Urban Meyer/MACOCO, LTD. Agreement**

### **TERM OF THE AGREEMENT**

This program will commence on July 1, 2017 and continue through December 31, 2017.

### **URBAN MEYER RESPONSIBILITIES**

**1. TELEVISION COMMERCIAL APPEARANCES:** Urban will have the opportunity to appear in a television advertising campaign for the Ronald McDonald House. The creative concept for this campaign, which will feature the new Ronald McDonald House, will be mutually agreed upon by both parties and must be approved by both parties prior to production. As many as three (3) commercials may be part of this campaign. These commercials can air anytime during the term of this agreement. Urban will not do any marketing with McDonald's competitors during the term of this Agreement except as may be required by his employment as head coach of Ohio State's football team.

The production of these commercials will take no more than part of two (2) days and will occur prior to the start of the football season.

**2. RADIO COMMERCIAL ADVERTISING:** Urban will have the opportunity to record radio commercials that would be part of the McDonald's advertising campaign for the Ronald McDonald House. The production of radio commercials should occur at the same time as production sessions for television.

**3. PHOTO SESSION FOR PRINT:** Urban will have the opportunity to take part in photo sessions necessary to prepare materials for a print campaign on behalf of Ronald McDonald House. McDonald's shall attempt to schedule all photography sessions to coincide with television production sessions. In the event that such timing is not possible, Urban will have the opportunity to be available for a one (1) day photography session that will be scheduled at mutually agreed upon time outside of the football season.

Urban shall have the right to approve all photography prior to its usage in advertising/promotional materials.

**4. PERSONAL APPEARANCES:** Urban will have the opportunity to make up to two (2) personal appearances on behalf of McDonald's in this 5 month agreement. These appearances shall include the following:

A. A visit at a mutually agreeable time to McDonald's Co-Op or staff meeting.

B. Appearance and participation in the RMHC Golf Tournament -- Urban will be available to be the honorary chairman of the event should McDonald's request him to do so.



All appearances should be scheduled at times and dates between July 1 – October 15, 2017.

**6. URBAN MEYER/MCDONALD'S FUNDRAISER:** During this Agreement, Urban will work with McDonald's to develop an event or item to raise money for Ronald McDonald House Charities and the new Ronald McDonald House. If McDonald's is using the name, logo or other trademarks of The Ohio State University or the Urban Identification (defined below) in connection with the event / item, then McDonald's shall obtain the appropriate approvals for such use(s).

**Note:** McDonald personnel will be responsible for all marketing and sales activities for any fundraiser.

**Grant of Rights** – Urban and The Ohio State University hereby grant to McDonald's the right and license to produce materials during the Term in the Territory using Urban's name, likeness, endorsement, biographical information, audio and/or visual performance and other indicia of identity (the "Urban's Identification") for advertising, promotion and publicity for the Ronald McDonald House only and not for McDonald's or the McDonald's Affiliates or any McDonald's product or service. Such materials for the Ronald McDonald House may be used in any media now known or hereafter devised, including materials for: television, free/basic cable, pay-tv, in-theatre/cinema, in-flight, radio, industrial, print (including newspaper, magazine, point-of-purchase, collateral, direct-to-consumer, outdoor, FSIs), in-store, packaging, promotional support, public relations, joint tie-ins with other properties or advertisers (with Urban's and the University's prior approval in each case), and the Internet (i.e., social networking sites), as well as any B-Roll footage or stills created of Urban providing Services hereunder (collectively referred to as "Materials") for use, broadcast, reproduction, publication, distribution and/or exhibition by McDonald's and McDonald's Affiliates during the Term. The Materials may be produced in an unlimited quantity during the Term. McDonald's may use the Materials as well as the Urban's Identification in perpetuity worldwide solely for McDonald's internal purposes, including use at McDonald's conventions, sales meetings sponsored or attended by McDonald's or their franchisees, dealers or distributors and for advertising competitions, trade publications and retrospective editorial material.

Urban warrants and represents that Urban is now and shall remain a patron of McDonald's products and services during the Term, and that statements Urban has made or will make during the Term concerning the Ronald McDonald House reflect Urban's true and honest opinion of and experience with the Ronald McDonald House. Urban shall execute a testimonial release in the form attached as Exhibit A attesting to the foregoing. It is understood and agreed that Urban shall not, and shall not be required to, narrate or deliver any copy or statement that Urban believes is factually inaccurate.

**Competitive Protection.** Urban warrants and represents that Urban has not rendered services and shall not render services for, nor shall Urban, during the Term, permit the Urban's Identification to be used in any advertising, publicity, or promotion of any sort on behalf of or in connection with any non-McDonald's restaurant, food service company, restaurant-branded

food, indoor children's play place, or the food and fountain service of any convenience store, gas station or mixed retail store (collectively, "McDonald's Competitors") except as maybe required in connection with his employment as head coach of Ohio State's football team.

#### **MCDONALD'S RESPONSIBILITIES**

**1. PACKAGE FEES:** As payment for the services provided by Urban, McDonald's shall pay a fee of \$25,000. The fee will be made payable to Urban and Shelley Meyer Family Foundation, Inc. and paid on the following schedule:

A. \$12,500 on August 15, 2017.

B. \$12,500 on November 15, 2017.

**2. MCDONALD'S GENERAL RESPONSIBILITY:** McDonald's must obtain prior approval from Urban and The Ohio State University for all advertising and promotional uses of Urban. It is anticipated that McDonald's and Urban will work closely together on all phases of this program and any approvals shall not be unreasonably withheld.

#### **OSU APPROVAL**

It is jointly understood that this agreement and any proposed programs will be subject to prior approval in accordance with Urban's employment contract and NCAA rules. Once McDonald's and Urban have reached an agreement in principle, the agreement will be forwarded to the Ohio State University (OSU). Urban will use his best efforts to obtain OSU's approval of the project in a timely fashion, but in any event before the parties shoot/record any ad featuring Urban or other OSU personnel.

#### **NOTICES AND COMMUNICATIONS**

All communications from McDonald's regarding this contract and the provisions contained herein shall be made through the following:

Urban Meyer



All communications from Urban to McDonald's pertaining to this agreement shall be made through the following:

Scott Holowicki  
MACOCO, LTD.  
4030 Easton Station

{00323234-1}

Suite 300  
Columbus, OH 43219

All notices from one party to the other shall be sent to the addresses listed above and shall be effective upon receipt.

**CANCELLATION OF AGREEMENT**

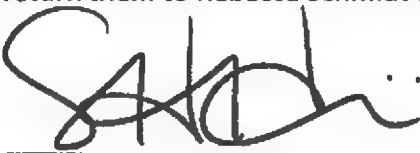
This agreement becomes null and void in the event:

**Termination** -- McDonald's shall have the right to terminate this Agreement and no additional consideration shall be payable to Urban if McDonald's reasonably and in good faith determines, that: (i) Urban is no longer the head football coach of the OSU; (ii) commits or has committed any act which results in Urban being indicted of a crime, (iii) Urban has committed any act or has been involved in any situation or occurrence which brings Urban and/or McDonald's into public disrepute, contempt, scandal or ridicule, or shocks, insults or offends the public or any class or group thereof, (iv) Urban makes any unfavorable statement or comment concerning McDonald's or any of its restaurants, employees, franchisees, products or services; (v) Urban endorses any McDonald's Competitor; or (vi) Urban performs services for, or authorizes or permits the use of Urban's name, image or likeness by or in connection with of McDonald's competitors.

Should any of the aforementioned events take place, no further fees will be paid by McDonald's, and any pre-paid fees shall be reimbursed by Urban on a pro-rated basis.

If the terms and conditions contained in this agreement are acceptable to you, please sign three of the attached copies and return them to Rebecca Schmidt at the address listed above.

Accepted for McDonald's:



Date:

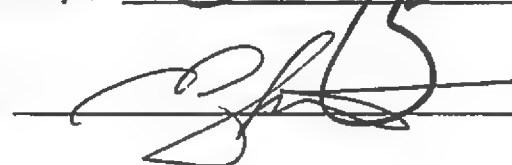
9/26/17

Accepted by Urban Meyer:



Date:

Approved by OSU:



Date:

10-24-17

- EXHIBIT A -  
TESTIMONIAL RELEASE

\_\_\_\_\_, 2017

TO: McDonald's USA, LLC

Pursuant to an agreement dated as of \_\_\_\_\_ ("the Agreement"), you have retained my services in connection with the production of one or more Commercials and other materials in which I may deliver testimonials for and/or endorsement of the Ronald McDonald House (hereinafter referred to as the "Ronald McDonald House").

I hereby certify to you that except as I may otherwise advise you in writing, and in accordance with the Agreement, any statements attributed to me regarding the Ronald McDonald House are or will be true and an expression of my personal experience and belief. I use the Products/Services and promise that I shall continue to purchase and use said Products/Services for so long as you have the right to use the materials produced pursuant to the Agreement.

Nothing contained in this letter shall constitute an amendment or addition to the Agreement, the terms and conditions of which shall remain in full force and effect.

Very truly yours,

Urban Meyer

  
Signature



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Orientangy River Rd. | Columbus, Ohio 43210

February 1, 2017

Urban Meyer  
Head Coach  
Football

Dear Urban,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2017 football season.

We have received the final approval for the football staff's annual salary increases. Based on my recommendation, the increase to your compensation for 2016-17 is listed below:

Current Base Salary	\$818,640	
Current Media	\$2,968,360	
Current Nike	\$1,566,000	
Manager Recommendation	\$428,240	8.0%
New Salary	\$5,781,240	
Total 2016-2017 Guaranteed Compensation	\$6,431,240	

This change is effective February 1, 2017 and will be reflected on your February 28<sup>th</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Senior Vice-President  
& the Wolfe Foundation Endowed Athletics Director

C: Personnel File

*Thanks for your hard work!*  
*AS*

## **2016-2017 KROGER COACH'S ENDORSEMENT - URBAN MEYER**

### **TERMS OF THE AGREEMENT**

This program will commence on May 22, 2016 and continue through May 21, 2017.

### **Urban Meyer Responsibilities:**

1. **Electronic and Print Creative Production;** The fulfillment of these responsibilities will take no more than one (1) day in May, 2016. Any and all production work will occur prior to the start of the football season.
  - A. **Television Commercial Appearances;** Urban Meyer referred to hereafter as Urban, to appear in a series of television commercials that would be part of a Kroger promotional/charitable campaign. The creative concept for these commercials would be mutually agreed upon by Urban and Kroger and must be approved by OSU prior to production.
    - i. Urban gives approval for Kroger to air the television commercials promoting the "Kroger Community of Caring."
    - ii. Urban gives approval for Kroger to air the television commercial promoting the Hunger Campaign for Mid-Ohio Foodbank filmed in May, 2014.
  - B. **Kroger Television (KTV) Recordings;** Urban will be available to record Kroger corporate messages to appear on KTV, Kroger's internal TV station. The creative content of the messages, which will encourage teamwork and team building, will be mutually agreed upon by both parties prior to production.
  - C. **Photo Sessions for Print;** Urban will take part in photo sessions necessary to prepare materials for Kroger print usages during the term of this agreement. Urban and OSU shall have the right to approve all photography prior to any usage in advertising/promotional materials.

## **2016-2017 KROGER COACH'S ENDORSEMENT - URBAN MEYER**

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- D. Radio Commercial Messages:** Urban to record radio messages that will be part of Kroger's year-long promotional/charitable campaign. Multiple radio commercials will be developed. Urban and OSU shall have the right to approve all commercial messages prior to recording.

Urban will also be available for one (1) additional radio recording session for Kroger. The purpose and content of radio materials recorded at this session will be mutually agreed upon by both parties and approved by OSU prior to recording. The messages will involve football related activities, Kroger charities, Kroger's "Community of Caring" or community service activities.

**2. Social/Digital Media:**

As part of this agreement, and contingent upon Meyer's and OSU's prior approval before any usage of his name, likeness, photograph, signature, or other mark, Meyer grants Kroger the right to use such marks on Kroger's website, Facebook page, Twitter, Instagram, LinkedIn, and other forms of social and digital platforms (search, Pandora, Hulu, mobile applications advertising) in conjunction with joint charitable promotions of Meyer and Kroger including but not limited to the campaign for the Spielman Fund, Round up, the Cruise for Cancer, USO, and the Meyer Foundation.

- 3. Urban Meyer/Kroger Community Project:** During the term of this agreement, Urban agrees to support, through his image and likeness with Kroger (after prior approval by Urban and OSU), its fundraisers/ community service projects. Any project selected will be mutually agreed upon by both parties.

Kroger will provide Urban with a list of the charities and community service projects that it currently supports and work to match projects or causes supported by the Meyers.

- 4. Personal Appearances:** During the term of this agreement, Urban agrees to assist Kroger, when available, by making personal appearances on mutually agreed upon dates and times. Some examples of appearance opportunities that he might consider are:
- A. Two (2) speaking engagements to the Kroger team, not to exceed 2 hours each, on mutually agreed upon dates.
  - B. An appearance for a Meyer/Kroger community project.
  - C. Host a Kroger management meeting at the Woody Hayes Athletic Center. As part of its contracts with OSU, Kroger can use the facility for a company meeting. Depending on his availability, Urban might speak at the meeting.

## **2016-2017 KROGER COACH'S ENDORSEMENT - URBAN MEYER**

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5. **Autographed Items for Kroger Charities:** Urban agrees to autograph items, supplied by Kroger that will be used throughout the year as Kroger donations to various charity auctions or other fundraisers. Kroger will attempt to have these items available for signing on the same days as TV, Radio, or Print Production sessions.
6. **General Responsibilities:** Urban agrees to the following general responsibilities in this agreement.
  - A. The Meyer family will consider Kroger their supermarket of choice.
  - B. Urban agrees to exclusively represent Kroger in the retail grocery, drug/general merchandise, fuel, and furniture categories.

### **Kroger Responsibilities**

The Kroger Co. shall have the following responsibilities in this agreement.

1. **Kroger General Responsibility:** Kroger will be responsible for obtaining prior approval from Urban Meyer and from OSU's Office of Trademark & Licensing Services for all advertising and promotional uses of Urban Meyer. It is anticipated that Kroger and Urban will work closely together on all phases of this program and that any approvals shall not be unreasonably withheld.
2. **Kroger support for the Meyer Family Foundation:** As part of its advertising and promotional campaign, Kroger will support the Meyer Family Foundation by making a donation of \$60,000 to the foundation on a mutually agreed upon date no later than December 31, 2016. A special radio commercial featuring the Meyer Family and Kroger may be part of the Kroger advertising campaign.
3. **Additional Support:** As part of its commitment to the local community and OSU's football program,, Kroger will establish a \$105,000 charitable/promotional fund, for use on mutually agreed upon events for local charities and/or OSU football program events. This fund may be used for:
  - A. Special event planning and catering through Kroger
  - B. Public Service Announcements, activities and charitable donations, to include mutually agreed upon commitments of the football staff and coaches
  - C. Miscellaneous in-kind support
  - D. Support and sponsorships to mutually agreed upon community organizations

**Special Note:** Over the term of this agreement, any part of the \$105,000 not used will be donated by Kroger to the Meyer Family Foundation.



**2014 - 2016 KROGER COACH'S ENDORSEMENT - URBAN MEYER**

**OSU Approval**

It is jointly understood that this agreement and any proposed programs within will be subject to prior approval in accordance with Urban Meyer's employment contract with OSU and with NCAA rules. Once Kroger and Urban reach an agreement in principle, the agreement will be forwarded to the OSU Athletic Director. Urban will use his best efforts to obtain OSU's approval of the agreement in a timely fashion.

**Cancellation of this Agreement**

This agreement becomes null and void in the event:

1. Urban Meyer is no longer the head football coach at OSU regardless of the reason for departure.
2. Urban Meyer becomes involved in any personal or business activity that creates adverse publicity of a nature that, in the opinion of Kroger, detracts or reflects unfavorably upon Kroger or any of its products or services.
3. Urban Meyer gives an endorsement or makes an appearance on behalf of a competitive retail grocer who sells items typically found in a Kroger store.

Should any of the aforementioned events take place, no further fees will be paid by Kroger, and any pre-paid fees paid to Urban Meyer's Family Foundation shall be reimbursed on a pro-rated basis.

If the terms and conditions stated in this agreement are acceptable to you, please sign three of the attached copies and return them to:

Deborah Thompson, Public Affairs Manager  
The Kroger Co.  
4111 Executive Parkway  
Westerville, OH 43081

**AGREEMENT PAGE**

Accepted by Urban Meyer:  Date: 7/19/16

Accepted by Kroger: \_\_\_\_\_ Date: \_\_\_\_\_

Approved by OSU:  Date: 7-20-16

ADDENDUM No. 2

Famous Ink Corporation ("Famous Ink") and Urban Meyer ("Coach Meyer"), as approved by The Ohio State University ("Ohio State") entered into a letter of agreement (the "Agreement") effective on April 27, 2012 which continued for a one (1) year term. The parties previously extended that term for three (3) years. The parties hereby desire to modify such Agreement as follows:

1) Section 1: Section 1 shall be revised as follows:

The term of this Agreement shall commence on September 19, 2016 and shall continue for three (3) years until September 19, 2019, unless sooner terminated as herein provided.

Unless modified above, the Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Addendum on the dates written below.

FAMOUS INK CORPORATION  
BY:

\_\_\_\_\_  
Sean Morgan President

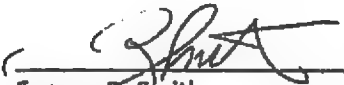
Date: \_\_\_\_\_

COACH  
BY:

  
\_\_\_\_\_  
Urban Meyer HEAD FOOTBALL COACH  
The Ohio State University

Date: 9/22/16

Approved:  
The Ohio State University

 9-27-16  
Eugene D. Smith  
~~Associate VP and Director of Athletics~~  
Senior VP & Wolfe Foundation  
Endowed Athletics Director

## **Urban Meyer/ McDonald's USA, LLC Agreement**

### **TERMS OF THE AGREEMENT**

This program will commence on January 1, 2015 and continue through December 31, 2016.

### **URBAN MEYER RESPONSIBILITIES:**

**PERSONAL APPEARANCE:** Appearance and participation in the RMHC Golf Tournament -- Urban will be available to be the honorary chairman of the event should McDonald's request him to do so. Such appearance should be scheduled at times and dates between April 15 -- October 15, on a date that is convenient for Urban.

### **URBAN MEYER MISCELLANEOUS OPPORTUNITIES:**

Urban Meyer shall have the opportunity, but not the obligation, to participate in the following advertising on behalf of the Ronald McDonald House (but shall not advertise McDonald's products):

1. Urban will have the opportunity to appear in a television advertising campaign for the Ronald McDonald House. The creative concept for this campaign, which will feature the new Ronald McDonald House, mutually agreed upon by both parties and must be approved by both parties prior to production. As many as three (3) commercials may be part of this campaign. These commercials can air anytime during the term of this agreement.

Urban will not do any marketing with McDonald's competitors during the term of this Agreement except as may be required by his employment as head coach of Ohio State's football team.

The production of these commercials will take no more than part of two (2) days and will occur prior to the start of the football season.

2. **RADIO COMMERCIAL ADVERTISING:** Urban will have the opportunity to record radio commercials that would be part of the McDonald's advertising campaign for the Ronald McDonald House. The production of radio commercials should occur at the same time as production sessions for television.

3. **PHOTO SESSION FOR PRINT:** Urban will have the opportunity to take part in photo sessions necessary to prepare materials for a print campaign on behalf of Ronald McDonald House. McDonald's shall attempt to schedule all photography sessions to coincide with television production sessions. In the event that such timing is not possible, Urban will have the opportunity to be available for a one (1) day photography session that will be scheduled at mutually agreed upon time outside of the football season.

Urban shall have the right to approve all photography prior to its usage in advertising/ promotional materials.

4. **PERSONAL APPEARANCES:** Urban will have the opportunity to make a visit at a mutually agreeable time to McDonald's Co-Op or staff meeting. Such appearance should be scheduled at times and dates between April 15 – October 15.

**Grant of Rights** Urban and The Ohio State University hereby grant to McDonald's the right and license to produce materials during the Term in the Territory using Urban's name, likeness, endorsement, biographical information, audio and/ or visual performance and other indicia of identity (the "Urban's Identification") for advertising, promotion and publicity in the media listed above for promoting the Ronald McDonald House as provided for in this Agreement. Urban warrants and represents that Urban is now and shall remain a patron of McDonald's products and services during the Term, and that statements Urban has made or will make during the Term concerning the Ronald McDonald House reflect Urban's true and honest opinion of and experience with the Ronald McDonald House. Urban shall execute a testimonial release in the form attached as Exhibit A attesting to the foregoing. It is understood and agreed that Urban shall not, and shall not be required to, narrate or deliver any copy or statement that Urban believes is factually inaccurate.

**Competitive Protection** Urban warrants and represents that Urban has not rendered services and shall not render services for, nor shall Urban, during the Term, permit the Urban's Identification to be used in any advertising, publicity, or promotion of any sort on behalf of or in connection with any non- McDonald's restaurant, food service company, restaurant-branded food, indoor children's play place, or the food and fountain service of any convenience store, gas station or mixed retail store (collectively, "McDonald's Competitors") except as may be required in connection with his employment as head coach of Ohio State's football team.

## **MCDONALD'S RESPONSIBILITIES**

**PACKAGE FEES:** As payment for the services provided by Urban, McDonald's shall pay a fee of \$25,000. The fee will be made payable to Urban and Shelley Meyer Family Foundation, Inc. and paid on the following schedule:

- A. \$12,500 on June 15.
- B. \$12,500 on November 15.

**MCDONALD'S GENERAL RESPONSIBILITY:** McDonald's must obtain prior approval from Urban and The Ohio State University for all advertising and promotional uses of Urban . It is anticipated that McDonald's and Urban will work closely together on all phases of this program and any approvals shall not be unreasonably withheld.

### **OSU APPROVAL**

It is jointly understood that this agreement and any proposed programs will be subject to prior approval in accordance with Urban's employment contract and NCAA rules. Once McDonald's and Urban have reached an agreement in principle, the agreement will be forwarded to The Ohio State University (OSU). Urban will use his best efforts to obtain OSU's approval of the project in a timely fashion, but in any event before the parties shoot/ record any ad featuring Urban or other OSU personnel.

### **NOTICES AND COMMUNICATIONS**

All communications from McDonald's regarding this contract and the provisions contained herein shall be made through the following:

Urban Meyer



All communications from Urban to McDonald's pertaining to this agreement shall be made through the following:

Gregg Erelo McDonald's USA, LLC  
2 Easton Oval, Suite 200  
Columbus, Ohio 43219  
(614) 418-3300 Phone  
(614) 418-3380 Fax

All notices from one party to the other shall be sent to the addresses listed above and shall be effective upon receipt.

### **CANCELLATION OF AGREEMENT**

This agreement becomes null and void in the event:

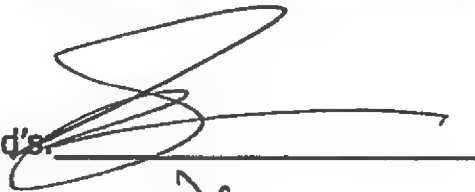
**TERMINATION** McDonald's shall have the right to terminate this Agreement and no additional consideration shall be payable to Urban if McDonald's reasonably and in good faith determines, that: (i) Urban is no longer the head football coach of the OSU; (ii) commits or has committed any act which results in Urban being indicted of a crime, (iii) Urban has committed any act or has been involved in any situation or occurrence which brings Urban and/or McDonald's into public disrepute contempt, scandal or ridicule, or shocks, insults or offends the public or any class or group thereof, (iv) Urban makes any unfavorable statement or comment concerning McDonald's or any of its restaurants, employees, franchisees, products or services; (v) Urban endorses any McDonald's Competitor; or (vi) Urban performs services for, or authorizes

or permits the use of Urban's name, image or likeness by or in connection with of McDonald's competitors.

Should any of the aforementioned events take place, no further fees will be paid by McDonald's, and any pre-paid fees shall be reimbursed by Urban on a pro-rated basis.

If the terms and conditions contained in this agreement are acceptable to you, please sign three of the attached copies and return them to Gregg Ereio.

Accepted for McDonald's:



Date: 5/29/16

Accepted by Urban Meyer:



Date: 4/2/16

Approved by OSU:



Date: 4-4-16

- EXHIBIT A -  
TESTIMONIAL  
RELEASE

\_\_\_\_\_, 2016

TO: McDonald's USA, LLC

Pursuant to an agreement dated as of ("the Agreement"), you have retained my services in connection with the opportunity to produce one or more Commercials in which I may deliver testimonials for and/or endorsement of the Ronald McDonald House (hereinafter referred to as the "Ronald McDonald House").

I hereby certify to you that except as I may otherwise advise you in writing, and in accordance with the Agreement, any statements attributed to me regarding the Ronald McDonald House are or will be true and an expression of my personal experience and belief.

Nothing contained in this letter shall constitute an amendment or addition to the Agreement, the terms and conditions of which shall remain in full force and effect.

Very truly yours,

Urban Meyer

\_\_\_\_\_  
Signature



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Orientangy River Rd | Columbus, Ohio 43210

February 1, 2016

Urban Meyer  
Head Coach  
Football

Dear Urban,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2016 football season.


We have received the final approval for the football staff's annual salary increases. Based on my recommendation, the increase to your compensation for 2016-17 is listed below:

Current Base Salary	\$818,640	
Current Media	\$2,665,360	
Current Nike	\$1,566,000	
Manager Recommendation	\$303,000	6.0%
New Salary	\$5,353,000	
Total 2016-2017 Guaranteed Compensation	\$5,903,000	

This change is effective February 1, 2016 and will be reflected on your February 29<sup>th</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Vice-President  
& Director of Athletics





## OHIO STATE ATHLETICS

Fawcett Center | 2400 Orientangy River Rd. | Columbus, Ohio 43210

March 25, 2014

Urban Meyer  
Head Coach  
Football

Dear Urban,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2014 football season.

We have received the final approval for the football staff's annual salary increases. Based on my recommendations, the increase to your compensation for 2014-15 is listed below:

Current Base Salary	\$758,000
Current Media Payment	\$1,900,000
Current Nike Payment	\$1,450,000

### Recommendation

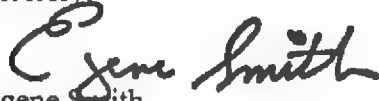
8.0%

New Base Salary	\$818,640
New Media Payment	\$2,052,000
New Nike Payment	\$1,566,000

This change is effective February 1, 2014 and will be reflected on your March 31<sup>st</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Vice-President  
& Director of Athletics

C: Personnel File



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd. | Columbus, Ohio 43210

March 25, 2014

Urban Meyer  
Head Coach  
Football

Dear Urban,

We have concluded another remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2014 football season.

We have received the final approval for the football staff's annual salary increases. Based on my recommendations, the increase to your compensation for 2014-15 is listed below:

Current Base Salary	\$758,000
Current Media Payment	\$1,900,000
Current Nike Payment	\$1,450,000

### Recommendation

8.0%

New Base Salary	\$816,640
New Media Payment	\$2,052,000
New Nike Payment	\$1,566,000

This change is effective February 1, 2014 and will be reflected on your March 31<sup>st</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

Eugene Smith  
Vice-President  
& Director of Athletics

C: Personnel File



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Orientangy River Rd. | Columbus, Ohio 43210

March 25, 2014

Urban Meyer  
Head Coach  
Football

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Recommendation	8.0%
----------------	------

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New Nike Payment	\$1,566,000

This change is effective February 1, 2014 and will be reflected on your March 31<sup>st</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Vice-President  
& Director of Athletics

C: Personnel File



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd | Columbus, Ohio 43210

December 11, 2013

Urban Meyer  
Football  
Woody Hayes Athletic Center

Dear Urban,

Just a note to let you know that your December 31<sup>st</sup> check will include a bonus for the football team winning the division in the amount of \$50,000. If for some reason you do not see this on your check this month please let Krissy know so we can get that corrected.

Congratulations on a great season and best of luck at the Orange Bowl!

Sincerely,

A handwritten signature in black ink that reads 'Kim Heaton'.

Kim Heaton  
HR Director

Cc: Krissy Mullins/Personnel File



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd | Columbus, Ohio 43210

March 7, 2013

Urban Meyer  
Head Coach  
Football

Dear Urban,

We have concluded a remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2013 football season.


We have received the final approval for the football staff's annual salary increases. Based on recommendations from your administrator and/or manager, the increase to your compensation for 2013-14 is listed below:

Current Compensation	\$3,950,000	
Administrator/Manager Recommendation	\$158,000	4.0%
New Salary	\$4,108,000	

This change is effective February 1, 2013 and will be reflected on your March 29<sup>th</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Associate Vice-President  
& Director of Athletics

*Thank Urban!*  
*Jim*

C: Personnel File



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd. | Columbus, Ohio 43210

March 7, 2013

Urban Meyer  
Head Coach  
Football

Dear Urban,

We have concluded a remarkable season. I wish to take this opportunity to express my appreciation for the contributions of every member of the department who made this level of achievement possible. We have much to be proud of as we move into the 2013 football season.


We have received the final approval for the football staff's annual salary increases. Based on recommendations from your administrator and/or manager, the increase to your compensation for 2013-14 is listed below:

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New Salary	\$4,108,000	

This change is effective February 1, 2013 and will be reflected on your March 29<sup>th</sup> paycheck.

Thank you and Go Bucks!

Sincerely,

  
Eugene Smith  
Associate Vice-President  
& Director of Athletics

*Thank Urban!*  
*Jim*

C: Personnel File

# Coach Urban Meyer

## 2012 Expectations

---

**I look forward to assisting you as you make the transition as the Head Football Coach at The Ohio State University. This document serves as the basis for the Goals and Objectives for you during this period.**

**Communication** – It is imperative that you establish an environment of open communication. Be sure to mandate that your staff/coaches are always in touch with the many areas affected by football, especially when changes occur. This is the largest and most complex department within the largest and most complex University in the country. It is imperative to create as much transparency as possible. The department and institution are here to support you, so inclusion where appropriate is critical.

**Personnel Management** – Establishing an organizational structure where responsibility and accountability is understood is a must. Each staff member/coach must understand his / her role and have documented goals and objectives that will be the basis for their ongoing coaching and ultimately their year-end evaluations. People are the heart and soul of all that matters; we have to ensure we liberate their talents and skills, coach them when needed and allow them to excel.

**Compliance Education and Adherence** – Embedding compliance is essential to the creation of a culture of compliance. Ultimately we hire and recruit people of integrity and educate them on the regulations that govern football. Process is important, but the integrity of the people is what matters most. A determined person can subvert even the most effective compliance program.

Understand that recruiting character is of the utmost importance. It is my expectation that you do all you can to evaluate character and place that as a priority above talent. Walk away from any recruit who presents character issues.

However, having compliance updates, checks, etc. is vital. Be sure to assist your compliance officer in developing the relationships necessary so he can effectively serve.

**Life Skills Programming** – There have been a few important programs developed recently that need to be continued, evaluated and improved upon. Money management, apartment leases and management, and car purchasing and registration processes are three important ones. It is my expectation that each assistant coach has a relationship with his students allowing him to have discussions about these three areas as well as others. Additionally, there is a need to implement a better media training program for our students. What we have done is not enough. Players need to be better prepared for media interaction. While not all inclusive, these four are priorities for 2011-12. Eventually the culture will carry itself but we are not there yet.

**Budget Management** – The budget allocated to football cannot be exceeded year end. As decisions are made throughout the season, ensure budget impact is always kept in mind, and Amy Burgess is in the loop. She serves as your primary liaison to the budget office.

**Media Relations** – The media are our partners. We need to provide as much access as reasonably possible. The Big Ten Network is a strong partner we need to always provide assistance to so it can grow to the potential we all believe it has.

**Coaching** – Putting the students in the best position to be successful is the primary goal. Success is winning every game we play. If we lose to a team that is frankly better than us, understandable, however, losing when we do not properly prepare or make a multitude of coaching errors is unacceptable. As discussed, the fact that 2012 represents a transition year and you need to assess the current talent level, and implement new systems - our ability to meet our ultimate goal is uncertain. Additionally, the impact of the scholarship reductions by the NCAA could impact the development of the recruitment of talent in specific areas of weakness. It is understood these issues may be impediments over the next couple years as we strive towards our ultimate definition of success.

**Recruiting** – It is critical that we put a wall up around Ohio and create a culture in our state where every great player wants to be a Buckeye. The relationship with the high schools and their coaches is critical. Be sure staff does all they can to evaluate character first. We must avoid the parasite in the program.

**Academics** -- The program has been on a positive trajectory academically. The APR and GSR continue to improve each year, while cumulative GPA's have stayed pretty steady. The culture needs to continue to be about attaining a 3.0 or better GPA, earning Academic All-Big Ten honors and ultimately graduating. This past quarter, autumn 2011, we had too many players with a GPA<2.0. (26). that is the highest we have had in years. Our goal is zero. Our overall cum was 2.78. Our goal is 3.0. We need to also purge a few walk-ons who had less than 2.0.

**University** -- We are One University. The department is totally integrated into the institution and we do not operate on an island. Keep in mind decisions you make about the program have an impact in some form or fashion on the University. There are times you need to be sure I am informed so I can communicate with different parts of campus. As the Head Coach, you are perceived as the face of the University. Please be aware of this responsibility and the opportunities it provides for leadership and collaboration on campus.

**Community** – Community outreach has been an exemplar of the football program. While we need to continue to teach our young people how to pay forward, we need to be sure we are sensitive to our student-athletes time.

**Development** – Private support is critical to not only our football program but to the entire 36 sports we sponsor, and the entire university. Your presence will be required to support the overall development functions of the department and university where appropriate.

**Football Alumni**- It is critical to have an outreach plan that connects our former players appropriately to the current program.

**Traditions**-Our University is steeped in tradition and the emotional investment is significant with a very diverse constituent group. The goal is always to add to the great traditions of this institution. Be sure to include our veteran staff as you consider any changes that may affect traditions.

**2012**- This year serves as a transition year. As we move forward, goals and objectives will be more quantifiable. Graduation Rates, APR, Competition expectations, etc, will be built together.



Eugene D. Smith  
Associate Vice President& Director of Athletics




*Kim - file*

Office of Legal Affairs

Suite 500  
1590 N. High Street  
Columbus, OH 43201  
PH: (614) 292-0611  
FAX: (614) 292-8699

## MEMORANDUM

**TO:** Urban F. Meyer  
**FROM:** Julie D. Vannatta   
**DATE:** June 4, 2012  
**RE:** Assignment Agreement

---

Enclosed for your files is an original, fully-executed Assignment Agreement for the use of your name and likeness. I have kept the other original for my files.

We anticipate filing a lawsuit against SKREENED, a company selling infringing t-shirts, this week. Thanks again.

Enclosure

**cc:** Trace Armstrong (w/encl.)  
Terry Prince (w/encl.)  
Eugene Smith (w/encl.)

## ASSIGNMENT

I, Urban F. Meyer ("Meyer"), a resident of the State of Ohio and an employee of The Ohio State University ("Ohio State") hereby assign to Ohio State the limited (in accordance with the terms of this agreement) right to use my name, voice, facsimile signature, photograph, image, likeness, distinctive appearance, and all other publicity rights (collectively "Persona") and derivatives thereof, and any other indicia identified with me, pursuant to the terms of §2741.01 et seq. of the Ohio Revised Code and the common law right of publicity, subject to the terms hereof. I also hereby consent to Ohio State registering, in the name of Ohio State, my name and likeness as a trademark ("Trademark") in the U.S. Patent & Trademark Office. I hereby assign to Ohio State the right to use my Persona and the Trademark on or in connection with the license, manufacture, sale, distribution, advertising, and promotion of products, merchandise, goods and all other mutually agreed upon commercial purposes, including but not limited to clothing, novelty items, hats, t-shirts, ties, mugs, cups, bumper stickers, pennants, flags and dolls (collectively the "Goods"). Notwithstanding anything herein to the contrary, Ohio State hereby agrees that Meyer may use, with the prior approval of Ohio State, which shall not be unreasonably withheld or delayed, the Persona and/or Trademark for (a) any charitable endeavors and (b) any opportunities presented to Meyer that do not conflict with Ohio State's business interests (e.g. a major sponsor). Furthermore, all proposed uses of my Persona and/or the Trademark are to be approved by me in advance and in writing. I hereby also assign to Ohio State all goodwill associated with the Trademark and all claims I may have for damages for past infringement of the Trademark that occurred as of the date of my employment by Ohio State. I

hereby further assign to Ohio State the right to protect and enforce the rights in my Persona and Trademark through all legal means, and Ohio State, upon mutual agreement agrees to protect and enforce all rights in my Persona and Trademark either independently or at my direction, all of which will be done at Ohio State's sole cost and expense. I will reasonably cooperate with Ohio State in its efforts to protect my Persona and Trademark. Ohio State will advise Meyer and his agent, Trace Armstrong, c/o Creative Artists Agency, L.L.C, 162 Fifth Avenue, 6<sup>th</sup> Floor, New York, NY 10010 (or such other agent as directed by Meyer), of any infringements of Meyer's Persona and Trademark (and proposed responses thereto), and Meyer will cooperate with Ohio State in taking action Ohio State believes is necessary to stop such infringing activities, at Ohio State's sole expense.

In exchange for this Assignment and other good and valuable consideration, the receipt and sufficiency of which Meyer acknowledges, Ohio State agrees that it will promptly, upon request from Meyer and at Ohio State's sole expense, assign all rights in the Persona and Trademark back to Meyer upon termination or expiration of Meyer's employment with Ohio State (the "Termination"). In addition, both Ohio State and Meyer agree that, if Meyer is no longer employed with Ohio State, Ohio State and its licensees and distributors have no further right to manufacture, sell, promote or distribute the Goods. Notwithstanding the above, for a post-Termination period not to exceed 180 consecutive days, Ohio State and its licensees and distributors have the right to distribute, promote and dispose of Goods which are on hand or which have been manufactured as of the date of Termination. Furthermore, Meyer grants to Ohio State the limited, revocable, right to monitor the marketplace on Meyer's behalf with respect to infringements on his Persona and, with Meyer's prior reasonable approval, to direct all

infringers to cease and desist any such infringing activity.

AGREED TO BY:

URBAN F. MEYER	THE OHIO STATE UNIVERSITY
Signature: <u>[Signature]</u>	Signature: <u>[Signature]</u>
Printed Name: Urban F. Meyer	Printed Name: Geoffrey S. Chatas
Title: Head Football Coach	Title: Sr. VP for Business and Finance, CFO
Date: <u>5/31/12</u>	Date:

STATE OF OHIO                    )  
  ) ss:  
COUNTY OF FRANKLIN        )

On this 31<sup>st</sup> day of May, 2012, before me appeared Urban F. Meyer, the person who signed this assignment and who acknowledged that he signed it as a free act on his own behalf.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

[Signature]  
Notary Public  
Julie D. Vannatta  
Attorney At Law  
Notary Public, State of Ohio  
My Commission Has No Expiration Date  
R.C. 147.03

STATE OF OHIO                    )  
  ) ss:  
COUNTY OF FRANKLIN        )

On this 31<sup>st</sup> day of May, 2012 before me, a Notary Public in and for said county and state, personally appeared Geoff Chatas, who executed and acknowledged that he/she is authorized to execute this assignment on behalf of The Ohio State University.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

[Signature]  
Notary Public



April 16, 2012

Coach Urban Meyer  
The Ohio State University  
Woody Hayes Athletic Center  
2491 Olentangy River Rd.  
Columbus OH 43201

Dear Coach Meyer,

This letter of agreement ("Agreement") will set forth the understanding between Famous Ink Corporation ("Famous Ink"), 1440 Coral Ridge Dr. #279, Coral Springs, FL 33071 and Urban Meyer, ("Coach Meyer"), The Ohio State University football coach, as approved by The Ohio State University ("Ohio State") regarding Coach Meyer's services on behalf of Famous Ink.

1. **Term:** The term of this Agreement shall commence as of the Effective Date and shall continue for one (1) year.

2. **Services:** During the Term Coach Meyer agrees to personally autograph licensed items of memorabilia (the "Memorabilia"). The Memorabilia shall be provided by Famous Ink, at Famous Ink's sole cost and expense, and shall be hand signed by Coach Meyer, and offered by Famous Ink for wholesale and retail sale to third parties. Such Memorabilia shall be purchased from official Ohio State licensees. The footballs signed by Coach Meyer shall be approved by Ohio State (and shall not look like any specially branded football Ohio State may have made for Coach to sign). Such Memorabilia may never be taken from Ohio State's equipment inventory. Coach Meyer shall autograph each Memorabilia item with each autograph being legible and reading "Urban Meyer". "Memorabilia" as used herein, shall include flats (photos and panoramics), footballs, mini-helmets and full size helmets, jerseys, and any other mutually approved (and approved by Ohio State) and licensed items that Coach Meyer will sign and which then shall be offered for wholesale and retail sale to third parties as follows:

- A. The Memorabilia to be autographed shall be provided to Coach Meyer to sign at three (3) private autograph sessions taking place at times and dates during the 1 year Term to be mutually agreed upon between the parties (each, an "Autograph Session"; collectively, the "Sessions"), provided, however, that any Autograph Session shall be absolutely subject to Coach Meyer's University commitments and regulations. It is agreed one (1) session will be held each year during the football season bye week if Famous Ink so requests.
- B. It is agreed that each Session will be done in private at a location convenient to Coach Meyer with no public appearances required.

3. **Exclusivity:** It is understood that during the Term, except for Ohio State, Famous Ink shall be exclusively entitled to Coach Meyer's services in connection with the signing of Memorabilia for resale. This Agreement does not prohibit Coach Meyer from any of his obligations or responsibilities to The Ohio State University including appearances at Booster Clubs, Team functions, etc., and the parties recognize that Coach Meyer's obligations pursuant to this Agreement are in addition to similar obligations to sign and occasionally personalize items of Memorabilia in connection with his Ohio State employment. Ohio State anticipates that Coach Meyer will sign approximately 1000 footballs for Ohio State so that Ohio State can satisfy requests from charitable entities to purchase autographed footballs from Coach Meyer. This Agreement only applies to Memorabilia being signed by Coach Meyer for compensation and for the intention of resale. This Agreement does not prohibit Ohio State from selling Memorabilia to charitable entities who may re-sell such Memorabilia.

4. **Non-Endorsement:** Coach Meyer and Famous Ink agree and acknowledge that this Agreement does not constitute an endorsement of Famous Ink's Memorabilia by Coach Meyer.

5. **Consideration:** As consideration for Coach Meyer signing the Memorabilia as set forth above, Famous Ink shall pay the following amounts:

- A. Famous Ink shall make a payment (the "Guaranteed Payment") in the cumulative amount per item of Memorabilia autographed according to the following pricing (the "Cumulative Amount"):
  - (i) \$20.00/Signature only (700 pieces at each signing)
  - (ii) \$30.00/Signature plus inscription (200 pieces at each signing)
- B. Unless otherwise mutually agreed as set forth below, the Guaranteed Payment (\$20,000) will be paid as follows:
  - (i) Immediately at the conclusion of each Session, Famous Ink shall issue a check payable to Ohio State's James Cancer Hospital and Solove Research Institute ("The James") at the "per item" rate set forth above, totaling \$20,000 per Session, for a total of \$60,000.
  - (ii) Famous Ink, Coach Meyer and Ohio State may mutually agree that the Guaranteed Payment may be directed to another charitable entity.
- C. Coach Meyer recognizes that he has no right to receive compensation under this Agreement.

Famous Ink will also create an Urban Meyer official hologram to apply to each item. This hologram will combat forgeries and protect the integrity of the authenticity of the items Coach Meyer signs. Famous Ink will consult with Ohio State's Office of Trademark and Licensing Services with respect to this hologram and all other similar trademark issues. Famous Ink will also insist that all distributors include the credit card style certificate of authenticity (COA) with each item sold. This COA will include details about The James and how Coach Meyer signing these items benefits The James. Famous Ink will consult with Ohio State's Office of Trademark and Licensing Services with respect to this COA.

6. **Termination of Agreement:** Coach Meyer agrees that Famous Ink shall have the right to terminate this Agreement in the event Coach Meyer should resign from The Ohio State University or be terminated or otherwise separated from employment by them as Head Coach of the football team.

7. **Independent Contractor Status:** Nothing contained in this Agreement shall be construed to create an employer/employee, joint venture, partnership, or principal-agent relationship between the parties. Coach Meyer's performance of services for Famous Ink is as an independent contractor. Coach Meyer shall be solely responsible for the payment of all taxes or recipient of all tax deductions on compensation received under this Agreement. Accordingly, Famous Ink shall make no deductions for tax purposes from any compensation paid to Coach Meyer. Famous Ink shall be responsible for any tax withholding and reporting obligations under this Agreement and shall indemnify Ohio State in the event any payments hereunder result in any tax liability for Ohio State.


8. **Non-Publicized Promotions or Sales:** If Famous Ink is selling the Memorabilia in any way other than a manner open and promoted to the general public (it is only acceptable to limit such sales by availability of items), Famous Ink must seek approval for such sales from Ohio State's compliance office so that such sales do not violate NCAA regulations.

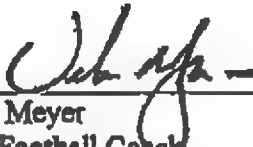
9. **Entire Agreement:** This Agreement constitutes the entire agreement and understanding between the parties. Transmission by facsimile of an executed copy of this instrument shall, for all purposes, constitute physical delivery of an executed original.




THIS AGREEMENT SHALL NOT BE BINDING OR EFFECTIVE UNTIL FULLY  
EXECUTED BY BOTH FAMOUS INK AND COACH URBAN MEYER AND  
APPROVED BY OHIO STATE.

ACCEPTED AND AGREED TO:

  
Sean Morgan  
President  
Famous Ink  
4/25/12  
Date

  
Urban Meyer  
Head Football Coach  
The Ohio State University  
4/25/12  
Date

APPROVED:

  
The Ohio State University  
Eugene D. Smith  
Associate VP and Director of Athletics  
4-27-12  
Date





The Ohio State University  
Department of Athletics & Business Advancement  
Coach Performance Review

Employee: Urban Meyer  
Job Title: \_\_\_\_\_  
Manager: Gene Smith  
Date of Review: \_\_\_\_\_

---

### Performance Management Process:

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II of the review must be completed by each employee and forwarded to your manager prior to your review. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 29<sup>th</sup>.

---

### Core Values:

<b>Integrity</b>	We will act with integrity and personal accountability.
<b>Education</b>	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
<b>People</b>	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
<b>Excellence</b>	We will excel in performance, achievement and service.
<b>Respect</b>	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
<b>Innovation</b>	We will encourage innovation, develop a curious mindset and embrace change.
<b>Community</b>	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
<b>Tradition</b>	We will build upon our traditions which have been developed throughout our proud history.

---

## Section I. – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I prior to your review and forward to your manager.

% Time	Description of key job responsibilities	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
	Competitive Program		X	
	Student Athlete Welfare (Graduate Players, Internships/Shadowing, Opioid, Title IX)	X		
	Recruiting	X		

### Summary & Highlights of this past year:

12-2 overall record. Won Big Ten Championship, Beat TUN, and Cotton Bowl Champions  
 11 Players graduated in Dec. 2017 and another 10 graduated in Spring 2018  
 Fall Team GPA - 2.78  
 Spring Team GPA - 2.64  
 APR 982

### Challenges I faced this past year: (job/position related)

Always losing quality student athletes and leaders on the team  
 Social Media  
 Title IX issue  
 Opioid Issue

### What I will do this year to improve myself & my program:

To Promote a Culture that is well defined and very clear. To make sure that all coaches and staff are aligned and expressing the same message to their players.

## Section II. – Goal Setting

Employees need to complete a draft of section II for their manager prior to their review. Managers will provide additional input or focus into the employee's goals. Employees & managers will work collaboratively to establish the final goals and performance measures for the upcoming year. Goals should be finalized by July 1<sup>st</sup>.

Goals should be specific, measurable, attainable, realistic, and timely. This document should be reviewed throughout the year during coaching sessions and may evolve as needed.

The department's Strategic Plan should be a component of identifying goals for each employee. Other goals will be more focused on the individual position description and responsibilities of the employee. One goal should be focused on the individual employee's professional development.

### 2018-2019 Goals & Performance Measures

Goal #1: To Graduate the Players	Progress Dates:
Goal #2: To Find a job for every Student Athlete after football	Progress Dates:
Goal #3: To educate all players on Title IX and the Opioid issue	Progress Dates:
Goal #4: Create a culture that is very clear and no confusion.	Progress Dates:
Goal #5: Win Games	Progress Dates:

Employee Signature: \_\_\_\_\_



Manager Signature: \_\_\_\_\_



### Section III. – Performance Review

Staff will be rated by their manager in each of the performance areas listed below. Employees and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

#### Rating Standards:

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

<b>Performance Exceeds Expectations</b>	<ul style="list-style-type: none"> <li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li> <li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li> </ul>
<b>Performance Meets Expectations</b>	<ul style="list-style-type: none"> <li>• Work consistently meets the requirements of the performance objective or core competency.</li> <li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li> <li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li> </ul>
<b>Opportunity for Improvement</b>	<ul style="list-style-type: none"> <li>• Performance may partially meet the requirements of the performance objective or core competency.</li> <li>• Performance warrants considerable improvement.</li> <li>• Specific recommendations should be discussed in order to facilitate improvement.</li> </ul>

<b>Core Competencies:</b>	<b>Performance Exceeds Expectations</b>	<b>Performance Meets Expectations</b>	<b>Opportunity for Improvement</b>
1. Academic Success of Program:		X	
2. Competitive Success of Program:	X		
3. Commitment to Compliance:	X		
4. Student-Athlete Welfare:	X		
5. Leadership:	X		
6. Communication:		X	
7. Budget Management:		X	
8. Public Relations/Donor Relations:	X		

### Summary & Highlights from Past Year:

The culture of the football program continued to improve under Urban's leadership. Behavior of each student contributed to a highly positive culture. Urban continues to improve the academic performance of the team and emphasizes being a scholar-athlete. The 9B2 APR is a tremendous accomplishment. The leadership he provides the entire organization allowed the team to have a highly competitive season. The overall record, BIG Championship, beating TTUW / Bowl win was exceptional. . .

### Key areas or priorities for growth / improvement / focus for the upcoming year:

Continue to manage risk areas - personnel management.

Coaches and staff, along with players ~~to~~ need to continue to be aligned with expectations.

Continue to assist other Head Coaches in the Department with their programs. This interaction strengthens his leadership presence in the Department.

AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES

OVERALL RATING: Choose an Item.

Exceeds Expectations

Employee Signature:

Manager Signature:



The Ohio State University  
Department of Athletics  
Coaching Staff Performance Review

Employee: Urban Meyer  
Job Title: \_\_\_\_\_  
Manager: \_\_\_\_\_  
Date of Review: 7/20/17

**Performance Management Process:**

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II of the review must be completed by each employee and forwarded to your manager prior to your review. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 30<sup>th</sup>.

**Core Values:**

<b>Integrity</b>	We will act with integrity and personal accountability.
<b>Education</b>	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
<b>People</b>	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
<b>Excellence</b>	We will excel in performance, achievement and service.
<b>Respect</b>	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
<b>Innovation</b>	We will encourage innovation, develop a curious mindset and embrace change.
<b>Community</b>	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
<b>Tradition</b>	We will build upon our traditions which have been developed throughout our proud history.

**Rating Standards:**

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

<b>Performance Exceeds Expectations</b>	<ul style="list-style-type: none"><li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li><li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li></ul>
<b>Performance Meets Expectations</b>	<ul style="list-style-type: none"><li>• Work consistently meets the requirements of the performance objective or core competency.</li><li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li><li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li></ul>
<b>Opportunity for Improvement</b>	<ul style="list-style-type: none"><li>• Performance may partially meet the requirements of the performance objective or core competency.</li><li>• Performance warrants considerable improvement.</li><li>• Specific recommendations should be discussed in order to facilitate improvement.</li></ul>

## Section I. – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I by June 1<sup>st</sup> and forward to your manager.

Time	Description of key job responsibilities	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
	Competitive Program		X	
	Student Athlete Welfare (Graduating Players, Internships, Life after football)	X		
	Recruiting	X		

### Summary & Highlights of this past year:

11-2 overall record, Disappointed at the results of our last game.  
 10 Players Graduated  
 Spring Team GPA of 2.92 – Highest GPA in 8 Years, 44 Players at or above 3.0, APR 975

### Challenges I faced this past year: (job/position related)

Loss Of Quality Student Athletes  
 Alignment of Coaching Staff  
 Social Media  
 Title IX

### What I will do this year to improve myself & my program:

Continue to Challenge the coaches and the players  
 Make sure I am on top of everything little thing and not to let things go  
 Promote a culture that is well defined and very clear, No Confusion amongst the staff and Players  
 Need to be 1 Strong before we can be 9 Strong.. Ultimate challenge is to be 9 Strong  
 Giving ownership of the program to the players and staff

## Section II. – Goal Setting

Employees need to complete a draft of section II for their manager prior to their review. Managers will provide additional input or focus into the employee's goals. Employees & managers will work collaboratively to establish the final goals and performance measures for the upcoming year. Goals should be finalized by June 30<sup>th</sup>.

Goals should be specific, measurable, attainable, realistic, and timely. This document should be reviewed throughout the year during coaching sessions and may evolve as needed.

The department's Strategic Plan should be a component of identifying goals for each employee. Other goals will be more focused on the individual position description and responsibilities of the employee. One goal should be focused on the individual employee's professional development.

### 2017-2018 Goals & Performance Measures

Goal #1: To Graduate the Senior Class	Progress Dates:
Goal #2: To find a job for every Student Athlete after football	Progress Dates:
Goal #3: Create a Culture of performance on the field,, in the classroom and in the community	Progress Dates:
Goal #4: Win Games	Progress Dates:
Goal #5:	Progress Dates:

Employee Signature: \_\_\_\_\_ Manager Signature: \_\_\_\_\_

### Section III. – Performance Review

Coaches will be rated by their manager in each of the performance areas listed below. Coaches and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Academic Success of Program:	X		
2. Competitive Success of Program:		X	
3. Commitment to Compliance:	X		
4. Student-Athlete Welfare:	X		
5. Leadership:	X		
6. Communication:		X	
7. Budget Management:		X	
8. Public Relations / Donor Relations:	X		

#### Summary & Highlights from Past Year:

The academic performance of all students represented the best in many years. Embedded with that is the ever growing positive culture. The young men represent the highest of character almost across the board. Urban's continued approach as an excellent community engager (all communities) is significant for the entire University. Reaching the CFP represents another milestone!

#### Key areas or priorities for growth/ improvement/ focus for the upcoming year:

Continue to focus on culture / behavioral issues all students face. Continue to think outside box as education around these issues. Strive to drive the team GPA to north of a 3.0. Continue to recruit the most talented and gifted and put them in position to win championships.

AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES

#### OVERALL RATING:

Exceeded Expectations

Employee Signature: \_\_\_\_\_

Manager Signature: \_\_\_\_\_



The Ohio State University  
Department of Athletics  
Coaching Staff Performance Review

Employee: Urban Meyer  
Job Title: Head Coach-Football  
Manager: Gene Smith  
Date of Review: 7/21/16

### Performance Management Process:

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II of the review must be completed by each employee and forwarded to your manager prior to your review. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 30<sup>th</sup>.

### Core Values:

<b>Integrity</b>	We will act with integrity and personal accountability.
<b>Education</b>	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
<b>People</b>	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
<b>Excellence</b>	We will excel in performance, achievement and service.
<b>Respect</b>	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
<b>Innovation</b>	We will encourage innovation, develop a curious mindset and embrace change.
<b>Community</b>	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
<b>Tradition</b>	We will build upon our traditions which have been developed throughout our proud history.

### Rating Standards:

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

<b>Performance Exceeds Expectations</b>	<ul style="list-style-type: none"><li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li><li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li></ul>
<b>Performance Meets Expectations</b>	<ul style="list-style-type: none"><li>• Work consistently meets the requirements of the performance objective or core competency.</li><li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li><li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li></ul>
<b>Opportunity for Improvement</b>	<ul style="list-style-type: none"><li>• Performance may partially meet the requirements of the performance objective or core competency.</li><li>• Performance warrants considerable improvement.</li><li>• Specific recommendations should be discussed in order to facilitate improvement.</li></ul>

## Section I. – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I prior to your review and forward to your manager.

Time	Description of key job responsibilities	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
	Competitive Program	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Student Athlete Welfare (Graduating players, internships)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Recruiting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Summary & Highlights of this past year:

12-1, Won the Fiesta Bowl  
 14 players Graduated  
 Successful internship programs. Had players go to Nike and Goldman Sac  
 Real life Wednesday, Title IX commitment, Academics (Highest Grad Rate in OSU history)

### Challenges I faced this past year: (job/position related)

Loss quality coaches  
 Alignment amongst assistant coaches

### What I will do this year to improve myself & my program:

Continue to challenge the coaches and players  
 Promote a culture that is well defined with no confusion

### Section III. – Performance Review

Coaches will be rated by their manager in each of the performance areas listed below. Coaches and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Academic Success of Program:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Competitive Success of Program:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Commitment to Compliance:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Student-Athlete Welfare:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Leadership:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Communication:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Budget Management:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Public Relations / Donor Relations:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Summary & Highlights from Past Year:

The 2015-16 year was tremendous on many fronts. Wilson continues to develop our student athletes as people. The focus on the Total Student athlete cannot be better, academics, character, athletics. It was an outstanding year because of his leadership.

#### Key areas or priorities for growth / improvement / focus for the upcoming year:

Continue to focus on improving all phases. Ensure personnel management with staff and coaches is constantly evolving - specifically be certain roles, duties, responsibilities are aligned so the organization runs smoothly.

AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES

#### OVERALL RATING:

Exceeds Expectations

Employee Signature:

*[Signature]*

Manager Signature:

*[Signature]* 7-21-16



## Section II. – Goal Setting

Employees need to complete a draft of section II for their manager prior to their review. Managers will provide additional input or focus into the employee's goals. Employees & managers will work collaboratively to establish the final goals and performance measures for the upcoming year. Goals should be finalized by July 1<sup>st</sup>.

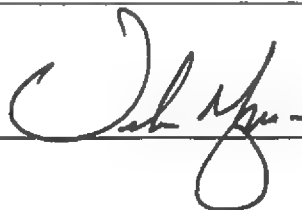
Goals should be specific, measurable, attainable, realistic, and timely. This document should be reviewed throughout the year during coaching sessions and may evolve as needed.

The department's Strategic Plan should be a component of identifying goals for each employee. Other goals will be more focused on the individual position description and responsibilities of the employee. One goal should be focused on the individual employee's professional development.

### 2016-2017 Goals & Performance Measures

Goal #1: To Graduate the senior class	Progress Dates:
Goal #2: To find a job for every player after football	Progress Dates:
Goal #3: Win games	Progress Dates:
Goal #4: Create and sustain a culture of performance on-field, in classroom and in community	Progress Dates:
Goal #5:	Progress Dates:

Employee Signature: \_\_\_\_\_



Manager Signature: \_\_\_\_\_

 7-21-17

The Ohio State University  
Department of Athletics  
Coaching Staff Performance Review

Employee: Urban Meyer  
Job Title: Head Football Coach  
Manager: Gene Smith  
Date of Review: 6/18/15

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### Performance Management Process:

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II of the review must be completed by each employee by May 29<sup>th</sup> and forwarded to your manager. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 30<sup>th</sup>.

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### Core Values:

Integrity	We will act with integrity and personal accountability.
Education	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
People	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
Excellence	We will excel in performance, achievement and service.
Respect	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
Innovation	We will encourage innovation, develop a curious mindset and embrace change.
Community	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
Tradition	We will build upon our traditions which have been developed throughout our proud history.

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### Rating Standards:

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

5 - Outstanding	<ul style="list-style-type: none"><li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li><li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li></ul>
4 - Excellent	<ul style="list-style-type: none"><li>• Work consistently meets the requirements of the performance objective or core competency.</li><li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li><li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li></ul>
3 - Good	<ul style="list-style-type: none"><li>• Performance may partially meet the requirements of the performance objective or core competency.</li><li>• Performance warrants considerable improvement.</li><li>• Specific recommendations should be discussed in order to facilitate improvement.</li></ul>

## Section I – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I by May 29<sup>th</sup> and forward to your manager.

Time	Description of key job responsibilities	Performance – Exceeds Expectations	Performance – Meets Expectations	Opportunity for Improvement
	Graduate student-athletes while complying with all NCAA regulations and rules	YES		
	Maintain relationships with students, faculty, donors, and community	YES		
	Win football games	YES		

### Summary & Highlights of this past year:

- Won Big 10 Championship, Sugar Bowl, and National Championship
- Graduated 9 players
- Successful Leadership meetings
- Successful job fair

### Challenges I faced this past year: (job/position related)

- Loss of quality coaches
- Support staff – alignment
- Energy of support staff

### What I will do this year to improve myself & my program:

- Create atmosphere that combats complacency and entitlement
- Continue to look at ways to get better – Professional development
- Continue to challenge the players and staff

### Section III. – Performance Review

Coaches will be rated by their manager in each of the performance areas listed below. Coaches and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Academic Success of Program:	Y		
2. Competitive Success of Program:	Y		
3. Commitment to Compliance:		Y	
4. Student-Athlete Welfare:	Y		
5. Leadership:	Y		
6. Communication:		Y	
7. Budget Management:		Y	
8. Public Relations / Donor Relations:	Y		

#### Summary & Highlights From Past Year:

- Graduated 9 players
- Won Big 10 Championship, Sugar Bowl, and National Championship

#### Key areas or priorities for growth / improvement / focus for the upcoming year:

- Enhance our Leadership meetings
- Real Life Wednesday program – keep upgrading
- Find different ways to motivate the team – always looking at different approaches
- Always thinking of ways to improve and stay on top of recruiting technology

**AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES**

**OVERALL RATING:**

Employee Signature: \_\_\_\_\_

Manager Signature: \_\_\_\_\_

The Ohio State University  
Department of Athletics  
Coaching Staff Performance Review

Employee: Urban Meyer  
Job Title: Head Football Coach  
Manager: Gene Smith  
Date of Review: 6-18-15

---

### Performance Management Process:

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

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All reviews must be completed and turned in to Human Resources by June 30<sup>th</sup>.

---

### Core Values:

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Education	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
People	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
Excellence	We will excel in performance, achievement and service.
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Community	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
Tradition	We will build upon our traditions which have been developed throughout our proud history.

---

### Rating Standards:

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

Performance Exceeds Expectations	<ul style="list-style-type: none"><li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li><li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li></ul>
Performance Meets Expectations	<ul style="list-style-type: none"><li>• Work consistently meets the requirements of the performance objective or core competency.</li><li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li><li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li></ul>
Opportunity for Improvement	<ul style="list-style-type: none"><li>• Performance may partially meet the requirements of the performance objective or core competency</li><li>• Performance warrants considerable improvement.</li><li>• Specific recommendations should be discussed in order to facilitate improvement.</li></ul>

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## Section I. – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I by May 29<sup>th</sup> and forward to your manager.

Time	Description of key job responsibilities	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
	• Total Student Athlete Development - Academics, athletics, character	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Community Engagement- Faculty, staff, students, Alumni, fans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Competitive Excellence	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Summary & Highlights of this past year:

*Student athletes continue to have a quality educational experience. all phases of their development are focused on making this football program an experience in the County!*

### Challenges I faced this past year: (job/position related)

### What I will do this year to improve myself & my program:

### Section III. – Performance Review

Coaches will be rated by their manager in each of the performance areas listed below. Coaches and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Academic Success of Program:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Competitive Success of Program:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Commitment to Compliance:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. Student-Athlete Welfare:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Leadership:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Communication:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Budget Management:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8. Public Relations / Donor Relations:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

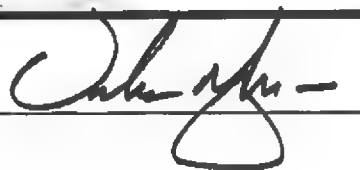
#### Summary & Highlights from Past Year:

#### Key areas or priorities for growth/improvement/focus for the upcoming year:

AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES

#### OVERALL RATING:

Employee Signature: \_\_\_\_\_



Manager Signature: \_\_\_\_\_



The Ohio State University  
Department of Athletics  
Coaching Staff Performance Review

Employee: Urban Meyer  
Job Title: Head Football Coach  
Manager: Eugene Smith  
Date of Review: 6-3-14

**Performance Management Process:**

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II must be completed by each employee by May 23<sup>rd</sup> and forwarded to their manager. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 30<sup>th</sup>.

**Core Values:**

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<b>Respect</b>	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
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<b>Tradition</b>	We will build upon our traditions which have been developed throughout our proud history.

**Rating Standards:**

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

<b>Performance Exceeds Expectations</b>	<ul style="list-style-type: none"><li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li><li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li></ul>
<b>Performance Meets Expectations</b>	<ul style="list-style-type: none"><li>• Work consistently meets the requirements of the performance objective or core competency.</li><li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li><li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li></ul>
<b>Opportunity for Improvement</b>	<ul style="list-style-type: none"><li>• Performance may partially meet the requirements of the performance objective or core competency.</li><li>• Performance warrants considerable improvement.</li><li>• Specific recommendations should be discussed in order to facilitate improvement.</li></ul>



## Section II. – Goal Setting

Employees need to complete a draft of section II for their manager by May 23<sup>rd</sup>. Managers will provide additional input or focus into the employee's goals. Employees & Managers will work collaboratively to establish the final goals and performance measures for the year. Goals should be finalized by July 1<sup>st</sup>.

Goals should be specific, measurable, attainable, realistic, and timely. This document should be reviewed throughout the year during coaching sessions and may evolve as needed.

The department's Strategic Plan should be a component of identifying goals for each employee. Other goals will be more focused on the individual position description and responsibilities of the employee. One goal should be focused on the individual employee's professional development.

### 2014-2015 Goals & Performance Measures

Goal #1:  Continue to strengthen academic plan. Focus on tutor program, walk on S/A performance and identify new strategies and tactics for future implementation	Progress Dates:
Goal #2:  Be engaged with national debate on student athlete time demands, health care and other emerging issues. Provide Athletic Director with recommendations throughout the year	Progress Dates:
Goal #3:  Implement strategies to strengthen the culture which feeds success on all levels. Share these with other coaches during the 2015 spring coaches meetings.	Progress Dates:
Goal #4:  Ensure that WHAC management policies are solid and upheld – maintenance of facilities, visitors, former players, etc.	Progress Dates:
Goal #5:	Progress Dates:

Employee Signature: \_\_\_\_\_

Manager Signature: \_\_\_\_\_

 6-3-14

## Section III. – Performance Review

### Section III. – Performance Review

Coaches will be rated by their manager in each of the performance areas listed below. Coaches and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager's expectations are and how the employee can sustain or improve in each area.

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Academic Success of Program:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Competitive Success of Program:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Commitment to Compliance:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Student-Athlete Welfare:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Leadership:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Communication:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. Budget Management:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8. Public Relations / Donor Relations:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Summary & Highlights from Past Year:

See Attached

#### Key areas or priorities for growth / improvement / focus for the upcoming year:

See Attached

**AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES**

#### OVERALL RATING:

Employee Signature: \_\_\_\_\_

Manager Signature: \_\_\_\_\_ 6-3-14



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd. | Columbus, Ohio 43210

DATE: June 3, 2014

TO: Urban Meyer, Head Coach-Football

FROM: Eugene D. Smith, Vice President & Director of Athletics

The football program during the 2013-14 academic year continued to excel under your outstanding leadership. As you know, our priority is developing the total student athlete, and your approach is one of the best.

You have successfully created an environment where young men strengthen their values, learn meaningful life-skills, and strive for excellence in everything they do. The academic and athletic success realized is a direct result of that.

Identifying young men with the right character and talent to be Buckeyes, and meld into the culture you created is critical, and you have done an exemplary job in this area. Finding the talent who can also handle the academic rigors at OSU is another indication of your leadership.

As we have discussed before, I am extremely proud of your efforts with staff. The way you coach the coaches, and engage support staff in the structure of the program is excellent. There is clarity in roles, expectations, and value.

The effort to assist Development, be involved in University and Community priorities is greatly appreciated. You and Shelly have done a great job in these areas.

As we move into 2014-15, I need you to continue to focus on the academic initiatives. As you have done, continue to think forwardly and progressively on how we need to be sure our guys are doing their best.

With the NCAA governance structure changing, and consideration being given to new student athlete benefits, I need you to be engaged with your national organization and the Big Ten Coaches group. We need to be sure our position is properly represented with these groups.

Thanks for the hard work and continued focus on developing a championship program.

The Ohio State University  
Department of Athletics  
Coaching Staff Performance Review

**Employee:** Urban Meyer

**Job Title:** Head Football Coach

**Sport:** Football

**Name of Evaluator:** Eugene Smith

**Date of Review:** 8-1-2013

**Instructions:**

Each full-time employee of the Department of Athletics will participate in a performance review at least once per year. Each section of the review must be completed. Managers must include comments to provide additional information and clarification in each section.

The performance review will be discussed with the employee and the employee has the opportunity to add their comments to the review. Managers have the opportunity to incorporate other techniques into the performance review including peer reviews or other sources of feedback.

All completed reviews must be turned in to Human Resources by: July 1, 2013

**Core Values:**

<b>Integrity</b>	We will act with integrity and personal accountability.
<b>Education</b>	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
<b>People</b>	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
<b>Excellence</b>	We will excel in performance, achievement and service.
<b>Respect</b>	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
<b>Innovation</b>	We will encourage innovation, develop a curious mindset and embrace change.
<b>Community</b>	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
<b>Tradition</b>	We will build upon our traditions which have been developed throughout our proud history.

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

<b>Strength of this Person</b>	<ul style="list-style-type: none"><li>• Work is efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li><li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li></ul>
<b>Meets Performance Standards</b>	<ul style="list-style-type: none"><li>• Work consistently meets the requirements of the performance objective or core competency.</li><li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li><li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li></ul>
<b>Opportunity for Improvement</b>	<ul style="list-style-type: none"><li>• Performance may partially meet the requirements of the performance objective or core competency.</li><li>• Performance warrants considerable improvement.</li><li>• Specific recommendations should be discussed in order to facilitate improvement.</li></ul>

## Section 1 – Team Summary for

**Instructions:** Please fill-in the information for each item below

- |       |                                     |             |                     |                             |
|-------|-------------------------------------|-------------|---------------------|-----------------------------|
| 1.    | Graduation Success Rate (GSR) :     | <u>74</u>   |                     |                             |
| 2.    | Federal Graduation Rate:            | <u>73</u>   |                     |                             |
| 3.    | Team APR:                           | <u>982</u>  |                     |                             |
| 4.    | Team GPA:                           | <u>2.82</u> |                     |                             |
| 5.    | Number of Scholar Athletes:         | <u>82</u>   |                     |                             |
| 6.    | Other Academic Issues:              | <u></u>     |                     |                             |
| <hr/> |                                     |             |                     |                             |
| 7.    | Overall Win/Loss Record:            | <u>12-0</u> | National Ranking:   | <u>3</u>                    |
| 8.    | Overall Win/Loss Conference Record: | <u>8-0</u>  | Conference Ranking: | <u>Divisional Champions</u> |
| 9.    | Conference Championship:            | <u>Yes</u>  | <u>No</u>           |                             |

### Competitive Success:

- |    |   |            |    |
|----|---|------------|----|
| 1. | Has the team elevated its competitive success from the previous year?   | <u>Yes</u> | No |
| 2. | Is the team competitive in the upper half of their conference?          | <u>Yes</u> | No |
| 3. | Is the team competitive in the NCAA (e.g. ranked in top 25 nationally)? | <u>Yes</u> | No |

Special Athletic Achievements:

In his first year as Head Coach, Urban provided the leadership necessary for the 2012 team to achieve very good academic success, and become only the 6<sup>th</sup> team in the history of the football program to go undefeated with a perfect 12-0 record, winning the Leaders Division Championship, and finishing ranked #3 nationally.

Additional Comments:

Transitioning into his first season considering the circumstances with the NCAA sanctions, specifically not being able to participate in post season play was a major challenge. Urban created a culture where the team ignored that and competed in every game they played to win THAT game. It is difficult to get a team to never give up, and considering the number of close games won, this team never quit.

## Section 2

Employees should be rated on each statement in the performance areas listed below. In addition to the ratings, managers must provide comments to elaborate on ratings, provide examples, or address other areas in each category. Rate the employee's performance on each function as:

- Strength of Coach
- Meets Performance Standards
- Opportunity for Improvement

A. Academic Success of Program	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Communicates academic success as a priority to student-athletes	✓		
Cooperates and works well with SASSO staff	✓		
Creates environment that encourages student-athletes to graduate/complete degrees	✓		
Keeps track of student-athletes' progress (e.g. APR, quarterly grades, study table)	✓		

Overall Rating: *Exceeds Expectations*

### Summary & Highlights from Past Year

The review process established to meet every Thursday with SASSO and the coaching staff to review each student athlete's academic performance had a significant impact. Creating the grading scale from 1-10 which evaluated effort and attitude encouraged each athlete to give maximum effort. The recognition program had a significant impact.

### Areas of Focus for the Upcoming Year

Continue to strive to move the team from a 2.82 average GPA to at 3.0. Maintain the current strategies and adapt others as necessary. Ensure seniors stay the course on their graduation track. Reach out to those former players who have not completed their degrees to reengage with the degree completion program through SASSO to complete their degrees.

B. Competitive Success of Program	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Student-athletes earn conference, regional or national honors	✓		
Commitment to continuous quality program improvement	✓		
Displays knowledge and teaching ability of skills and techniques	✓		
Stays informed of modern coaching trends, tactics and strategies	✓		
Demonstrates preparation for opponents	✓		
Implements appropriate conditioning program for all team members	✓		
Recruits athletes capable of academic and athletic success at OSU	✓		
Sets an example of positive professional behavior during competitions	✓		

Overall Rating: *Exceeds Expectations*

### Summary & Highlights from Past Year

### Areas of Focus for the Upcoming Year

*Concussion Group!*

Creating an environment for each individual player to play at his maximum level to a point the team comes together and wins 12 straight games for only the 6<sup>th</sup> time in Buckeye Football history is beyond significant. This was indeed a magical season for a group of young men who overcame significant adversity.

Maintain the trajectory towards consistent excellence. Striving to ensure each player maximizes his potential in the team environment. Strive to be a championship program.

### C. Commitment to Compliance

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Demonstrates proper knowledge, understanding and adherence to NCAA, Big Ten and University rules and regulations		✓	
Creates a strong compliance environment through leadership and education to student-athletes		✓	
Cooperates with and is responsive to compliance staff; reports known violations		✓	
Maintains timely, accurate, and complete reporting of required forms		✓	
Is there a pattern of rules violations in any given area? If yes, what area?	Yes	NO	

**Overall Rating:** Meets Performance

#### Summary & Highlights from Past Year

Implementing the weekly meetings with Compliance and having the modified ongoing compliance education sessions with the players throughout the summer is proving to be valuable. Working to ensure the embedded model of our compliance officer in the football staff has been tremendous.

#### Areas of Focus for the Upcoming Year

Stay the course.....

### D. Student-Athlete Welfare

	Strength of Coach	Meets Performance Standards	Opportunity for Improvement
Complete involvement in student-athletes' lives/available to discuss their concerns (e.g. academics, social, family, etc.)	✓		
Provides positive motivation and uses positive coaching techniques	✓		
Holds student-athletes accountable to exhibit proper behavior and sports like conduct	✓		
Disciplines student-athletes appropriately, effectively, and consistently	✓		
Actions reflect a concern for student-athletes' health and safety at all times	✓		
Helps student-athletes set personal goals and reach potential	✓		
Effectively deals with parents and parental issues or concerns (parent management plan)	✓		
Develops positive team spirit and morale	✓		
Effectively plans for the personal and professional development of student-athletes	✓		Real Life Work!

**Overall Rating:** Exceeds Expectations

#### Summary & Highlights from Past Year

#### Areas of Focus for the Upcoming Year

The implementation of the "Real Life Wednesdays" demonstrated the commitment to developing the total student athlete. Each player benefited from the programming that included, professional development, financial literacy, what it means to be a father, etc. The job fair was truly tremendous. This commitment shows Urban cares beyond the playing field.

Continue the "Real Life Wednesday" programming. Expand the speaker series during the pre season.

## E. Leadership

Presents a positive role model for student-athletes (e.g. appearance, language, and sportsmanship)  
Exhibits organizational skills and performs assigned tasks in a timely and efficient manner  
Maintains appropriate coach/student-athlete relationship and exhibits proper behavior toward student-athletes  
Generates creative solutions to work situations  
Effectively manages assistants and staff; provides ongoing coaching & feedback  
Appropriately mentors assistant coaches and provides opportunities for development  
Is involved with NCAA, conference and other professional organizations  
Fosters positive relationships and coordination with support areas (medical services, equipment, business office, athletic communications, etc.)

Strength of Coach  
Meets Performance Standards  
Opportunity for Improvement

✓  
✓  
✓  
✓  
✓  
✓  
✓  
✓

Overall Rating: *Exceeds Expectations*

### Summary & Highlights

Leading the football program at The Ohio State University is complex. It requires experience and a resolve that Urban certainly has and demonstrated during the 2012-13 year. His talents and skills continue to grow as he engages others in leadership roles to assist him and teach his staff, coaches and players. He continues to look for new strategies, and tactics to lead.

### Areas of Focus for the Upcoming Year

This has been a strength and it needs to continue to grow. Engaging Tim Knight to teach leadership is a great step. Continue to think differently to build leadership with the group dynamics of the staff, coaches and players.

## F. Communication

Effectively communicates with coaching staff  
Effectively communicates with student-athletes (about team rules and expectations)  
Effectively communicates with athletic administrators (keeps Sport AD informed of pertinent issues)  
Effectively communicates with support staff  
Responds in a timely manner to student-athlete issues  
Responds in a timely manner to administrative requests

Strength of Coach  
Meets Performance Standards  
Opportunity for Improvement

✓  
✓  
✓  
✓  
✓  
✓

Overall Rating: *Exceeds Expectations*

### Summary & Highlights

### Areas of Focus for the Upcoming Year



Area of strength. Urban has created a culture where everyone understands the value of inclusiveness. He constantly keeps me informed and I am never surprised which is critical.

Stay the course

## G. Budget Management

Strength of  
Coach

Meets  
Performance  
Standards

Opportunity  
for  
Improvement

Program stays within established budget

Follows institutional purchasing procedures

Follows institutional travel procedures and submits expense reports timely and accurately

**Overall Rating:** *Exceeds Expectations*

### Summary & Highlights from Past Year

This was a year to set the future baseline for this staff and its budget moving forward. Significant investments were made this past fiscal year to facilitate the transition and the budget was handled extremely well.

### Areas of Focus for the Upcoming Year

Work within the allocation provided, and have a balanced budget year end.

## H. Public Relations/Donor Relations

Strength of  
Coach

Meets  
Performance  
Standards

Opportunity  
for  
Improvement

Fosters successful relationships with donors and boosters

Actively participates in development/donor activities and fundraising events

Develops positive relationships with alumni

Works to increase awareness and support of the sport and OSU (e.g. speaking engagements)

Represents Ohio State as a positive public figure

Participates in community service events with team

**Overall Rating:** *Exceed Expectations*

### Summary & Highlights from Past Year

### Areas of Focus for the Upcoming Year

Urban embraced the responsibility of being the Head Coach at The Ohio State University and in the 15<sup>th</sup> largest city in the country, with all the media, and public demands. He did an excellent job working in the community and using the University Communications resources available. He made himself and his coaches available to assist with all development initiatives he was asked to be a part of and encouraged his coaches to engage donors on the road when they traveled recruiting which was fantastic and well received.

Continue the use of University Communications to assist with Public Relations issues. Continue to assist with donor programming.

**AN OVERALL RATING MUST BE APPLIED TO ALL EMPLOYEES**

**OVERALL RATING:**

**Overall Comments**

**Summary**

Urban is uniquely qualified to be the Head Coach here. His experience has prepared him for this challenge and he demonstrated that in 2012-13. Urban did a GREAT job in all phases of leading this program. His commitment to do what is right for the individual, team, personnel and institution is outstanding. This season could not have gone better.....

**Strengths**

His focus on developing the total student athlete and being sure each strives to maximize their potential is his greatest asset. His ability to motivate is outstanding and represents one of the best I have worked with over my 29 years.

**Opportunities for Improvement**

Continue to grow as a leader. Focusing on hitting that "pause" button before exploding. He did a great job of that this year and needs to keep that as a focus. Continue to find time to rejuvenate and creating that space for his staff and coaches.

**Employee's Comments**

**Employee Signature:**



**Date:**

8/2/13

**Sport Admin. Signature:**



**Date:**

**Athletic Director Signature:**



**Date:**

**HR Signature:**



**Date:**

**Completed reviews must be turned in to Athletics Human Resources by  
July 1, 2013**

# Coach Evaluation Planning & Discussion Worksheet

Coach: Urban Meyer

This worksheet can be used for managers to help plan and prepare for completing a coach's performance review. This worksheet is for your own personal notes and will not be turned in with the performance review.

## Team Summary:

1.	Graduation Success Rate :	<u>2012-13 – 75%</u>		
2.	Federal Graduation Rate:	<u>2012-13 – 58%</u>		
3.	Team APR:	<u>972</u>		
4.	Team GPA:	<u>Cum. 2.7</u>		
5.	Number of Scholar Athletes:	<u>28</u>		
6.	Academic Issues:	<div></div>		
7.	Overall Win/Loss Record:	<u>12-2</u>	National Ranking:	<u>7 (BCS)</u>
8.	Overall Win/Loss Conference Record:	<u>8-0</u>	Conference Ranking:	<u>Won the Leaders</u>
9.	Conference Championship:	<u>Yes</u>	<u>No</u>	<u>X</u>

## Competitive Success:

1.	Has the team elevated its competitive success from the previous year?	Yes	X	No
2.	Is the team competitive in the upper half of their conference?	Yes	X	No
3.	Is the team competitive in the NCAA (e.g. ranked in top 25 nationally)?	Yes	X	No

Athletic  
Achievements:

24 Straight Wins

Offense: Top 5 in most areas  
Broke almost all school records

Additional  
Notes:

Need to win Big 10 Championship

## A. Academic Success of Program

	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
Communicates academic success as a priority to student-athletes	X		
Cooperates and works well with SASSO staff	X		
Creates environment that encourages student-athletes to graduate/complete degrees	X		
Keeps track of student-athletes' progress (e.g. APR, quarterly grades, study table)	X		

### Examples, Strengths, Areas for Improvement

Thursday Meetings
-------------------

### Focus for the Upcoming Year

Tutor Policy Continuous communication re: Academic Plan(Difficulty of OSU)
---

## B. Competitive Success of Program

	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
Student-athletes earn conference, regional or national honors		X	
Commitment to continuous quality program improvement	X		
Displays knowledge and teaching ability of skills and techniques	X		
Stays informed of modern coaching trends, tactics and strategies		X	
Demonstrates preparation for opponents		X	
Implements appropriate conditioning program for all team members	X		
Recruits athletes capable of academic and athletic success at OSU		X	
Sets an example of positive professional behavior during competitions	X		

### Examples, Strengths, Areas for Improvement

Texas A&M, Clemson visit Greg Schiano Chip Kelley Marvin Lewis, Mike Pettino
---

### Focus for the Upcoming Year

Always thinking of ways to improve and stay on top of recruiting techniques.
--

## C. Commitment to Compliance

	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
Demonstrates proper knowledge, understanding and adherence to NCAA, Big Ten and University rules and regulations	X		
Creates a strong compliance environment through leadership and education to student-athletes	X		
Cooperates with and is responsive to compliance staff; reports known violations	X		
Maintains timely, accurate, and complete reporting of required forms	X		

Is there a pattern of rules violations in any given area?

Yes

No X

If yes, what area?

**Examples, Strengths, Areas for Improvement**

Hold weekly cabinet meetings during season, bi-weekly during off-season

Invite others to join us

**Focus for the Upcoming Year**

Keep meeting to stay informed and to make sure others feel comfortable about any issues or concerns

**D. Student-Athlete Welfare**

Complete involvement in student-athletes' lives/available to discuss their concerns (e.g. academics, social, family, etc.)  
Provides positive motivation and uses positive coaching techniques  
Holds student-athletes accountable to exhibit proper behavior and sports like conduct  
Disciplines student-athletes appropriately, effectively, and consistently  
Actions reflect a concern for student-athletes' health and safety at all times  
Helps student-athletes set personal goals and reach potential  
Effectively deals with parents and parental issues or concerns (parent management plan)  
Develops positive team spirit and morale  
Effectively plans for the personal and professional development of student-athletes

Performance Exceeds Expectations      Performance Meets Expectations      Opportunity for Improvement

X

X

X

X

X

X

X

X

X

**Examples, Strengths, Areas for Improvement**

Concussion

Real Life Wednesdays

Job Fair

**Focus for the Upcoming Year**

Update players' iPads with proper tackling video

Educate SA on social issues

Make sure SA is ready for real life

**E. Leadership**

Presents a positive role model for student-athletes (e.g. appearance, language, and sportsmanship)  
Exhibits organizational skills and performs assigned tasks in a timely and efficient manner  
Maintains appropriate coach/student-athlete relationship and exhibits proper behavior toward student-athletes  
Generates creative solutions to work situations  
Effectively manages assistants and staff; provides ongoing coaching & feedback  
Appropriately mentors assistant coaches and provides opportunities for development  
Is involved with NCAA, conference and other professional organizations  
Fosters positive relationships and coordination with support areas (medical services, equipment, business office, athletic communications, etc.)

Performance Exceeds Expectations      Performance Meets Expectations      Opportunity for Improvement

X

X

X

X

X

X

X

X

**Examples, Strengths, Areas for Improvement**

Tim Kight to talk to team and coaches

Power Of the Unit

E+R=O Tim Kight has been talking to team and coaches about leadership

**Focus for the Upcoming Year**

Keep pushing players and coaches about leadership

E+R=O – In May session

Brotherhood of Trust – June & July

Unit Leader (position coach) – Leadership Training

**F. Communication**

Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
----------------------------------	--------------------------------	-----------------------------

Effectively communicates with coaching staff

X

Effectively communicates with student-athletes (about team rules and expectations)

X

Effectively communicates with athletic administrators (keeps Sport AD informed of pertinent issues)

X

Effectively communicates with support staff

X

Responds in a timely manner to student-athlete issues

X

Responds in a timely manner to administrative requests

X

**Examples, Strengths, Areas for Improvement**

Staff meeting every day at 9AM

Updated calendar

**Focus for the Upcoming Year****G. Budget Management**

Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
----------------------------------	--------------------------------	-----------------------------

Program stays within established budget

X

Follows institutional purchasing procedures

X

Follows institutional travel procedures and submits expense reports timely and accurately

X

**Examples, Strengths, Areas for Improvement**

New locker room

**Focus for the Upcoming Year**

Meals (NCAA)

## H. Public Relations/Donor Relations

Exceeds  
Expectations

Meets  
Expectations

for  
Improvement

Fosters successful relationships with donors and boosters

X

Actively participates in development/donor activities and fundraising events

X

Develops positive relationships with alumni

X

Works to increase awareness and support of the sport and OSU (e.g. speaking engagements)

X

Represents Ohio State as a positive public figure

X

Participates in community service events with team

X

### Examples, Strengths, Areas for Improvement

Donor event at my house during the season

Donor visits to Dayton, Naples, etc

On call to assist our Development Office

### Focus for the Upcoming Year

Will do whatever is needed to help make this program and University successful

## Other Topics to Discuss During Review:

Continue dialog to stay on top of our ever-changing academic climate at the Ohio State University:

- A. Transition from Quarters to Semesters
- B. Transition of quality of student admitted to OSU
- C. Difficulty to compete in the competitive climate
- D. Potential for 'clustering' of majors
- E. Faculty assistance to monitor progress



**From:** "Mullins, Krissy" <mullins.180@osu.edu>  
**Sent:** 8/2/2018 10:50 AM  
**To:** "Stamper, Ryan M." <stamper.70@osu.edu>  
**CC:**  
**Subject:** FW: phone records

---

Ryan,

Thanks for speaking with me this morning when I instructed you not to delete any texts or emails from your phone that have anything to do with Zach Smith or Courtney Smith. This would include texts or emails to/from Zach or Courtney as well as texts or emails with other people that relate to Zach or Courtney. As we discussed verbally, we request that you not destroy or dispose of any information that might at all relate to any of these issues. That includes not deleting records and not deleting anything on your social media accounts. It's in both your interest and the University's that we maintain the integrity of any relevant records, including the social media content. Any attempt to alter or delete anything would, in itself, violate university policy. Please preserve all documents, emails, voicemails, social media messages, images, and videos in their entirety until further notice. I will follow-up with you to ask that you formally certify compliance with this request.

Second, we want to remind you that retaliation is strictly prohibited by both the law and university policy. Retaliation includes anything that involves taking action against an employee in order to "get back at them" for reporting or voicing their concerns about any of these issues. Please do not take any steps that any of your colleagues or associates might construe as retaliatory.

And, while you may absolutely seek advice of your own personal legal counsel, we request that you otherwise keep this investigation confidential. You may also bring a support person to any future meetings or interviews regarding these issues.

Finally, we do understand that investigations of this kind can be very difficult. I want to let you know that you can come to me at any time with any questions about the process and that as this moves along we will of course be giving you an opportunity to provide us with information. I also want to remind you that at all times you also have access to our Employee Assistance Program (EAP). I encourage you to call and make use of this confidential resource as you think appropriate.

Thank you,

**KRISSY MULLINS** UPHOLD PROMISE

Associate AD/HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675

F 614.292.0199

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** "Mullins, Krissy" <mullins.180@osu.edu>  
**Sent:** 8/2/2018 10:50 AM  
**To:** "deFries, Hiram A." <defries.4@osu.edu>  
**CC:**  
**Subject:** phone records

---

Hiram,

Thanks for speaking with me this morning when I instructed you not to delete any texts or emails from your phone that have anything to do with Zach Smith or Courtney Smith. This would include texts or emails to/from Zach or Courtney as well as texts or emails with other people that relate to Zach or Courtney. As we discussed verbally, we request that you not destroy or dispose of any information that might at all relate to any of these issues. That includes not deleting records and not deleting anything on your social media accounts. It's in both your interest and the University's that we maintain the integrity of any relevant records, including the social media content. Any attempt to alter or delete anything would, in itself, violate university policy. Please preserve all documents, emails, voicemails, social media messages, images, and videos in their entirety until further notice. I will follow-up with you to ask that you formally certify compliance with this request.

Second, we want to remind you that retaliation is strictly prohibited by both the law and university policy. Retaliation includes anything that involves taking action against an employee in order to "get back at them" for reporting or voicing their concerns about any of these issues. Please do not take any steps that any of your colleagues or associates might construe as retaliatory.

And, while you may absolutely seek advice of your own personal legal counsel, we request that you otherwise keep this investigation confidential. You may also bring a support person to any future meetings or interviews regarding these issues.

Finally, we do understand that investigations of this kind can be very difficult. I want to let you know that you can come to me at any time with any questions about the process and that as this moves along we will of course be giving you an opportunity to provide us with information. I also want to remind you that at all times you also have access to our Employee Assistance Program (EAP). I encourage you to call and make use of this confidential resource as you think appropriate.

Thank you,

**KRISSY MULLINS** APPROPRIATE

Associate AD/HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675

F 614.292.0199

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** "Mullins, Krissy" <mullins.180@osu.edu>  
**Sent:** 8/2/2018 10:49 AM  
**To:** "Nicol, Amy M." <nicol.130@osu.edu>  
**CC:**  
**Subject:** phone records

---

Thanks for speaking with me when I instructed you not to delete any texts or emails from your phone that have anything to do with Zach Smith or Courtney Smith. This would include texts or emails to/from Zach or Courtney as well as texts or emails with other people that relate to Zach or Courtney. As we discussed verbally, we request that you not destroy or dispose of any information that might at all relate to any of these issues. That includes not deleting records and not deleting anything on your social media accounts. It's in both your interest and the University's that we maintain the integrity of any relevant records, including the social media content. Any attempt to alter or delete anything would, in itself, violate university policy. Please preserve all documents, emails, voicemails, social media messages, images, and videos in their entirety until further notice. I will follow-up with you to ask that you formally certify compliance with this request.

Second, we want to remind you that retaliation is strictly prohibited by both the law and university policy. Retaliation includes anything that involves taking action against an employee in order to "get back at them" for reporting or voicing their concerns about any of these issues. Please do not take any steps that any of your colleagues or associates might construe as retaliatory.

And, while you may absolutely seek advice of your own personal legal counsel, we request that you otherwise keep this investigation confidential. You may also bring a support person to any future meetings or interviews regarding these issues.

Finally, we do understand that investigations of this kind can be very difficult. I want to let you know that you can come to me at any time with any questions about the process and that as this moves along we will of course be giving you an opportunity to provide us with information. I also want to remind you that at all times you also have access to our Employee Assistance Program (EAP). I encourage you to call and make use of this confidential resource as you think appropriate.

Thank you,

**KRISSY MULLINS** 

Associate AD/HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675

F 614.292.0199

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** "Christine Brennan" <Brennan514@aol.com>  
**Sent:** 8/5/2018 9:15 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** From Christine Brennan

---

Gene,

I know this is a difficult time at OSU but I just wanted to let you know if you'd like to talk, on or off the record, I'd be happy to listen.

Thanks and take care.

Christine Brennan  
[www.christinebrennan.com](http://www.christinebrennan.com)  
Sent from my iPhone



**From:** mail@changemail.org  
**Sent:** 8/5/2018 6:20 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 10 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 10 supporters

**10 more people signed  
in the last hour**

[View petition activity](#)

#### Recent supporters

**Sandra Lanning**  
Crossville, TN · Aug 06, 2018

**Adam Scott**  
Fayetteville, NC · Aug 06, 2018

**Bill Currey**  
Caseville, MI · Aug 06, 2018

**Shawn Strange**  
New Lebanon, OH · Aug 06, 2018

Mark Wagoner  
Cleveland, OH · Aug 06, 2018

[View all 10 supporters](#)

Change.org for decision makers

On Change.org, decision makers like you connect directly with people around the world to resolve issues. Respond to let the people petitioning you know you're listening, say whether you agree with their call to action, or ask them for more information. [Learn more.](#)

This notification was sent to [smith.5407@osu.edu](mailto:smith.5407@osu.edu), the address listed as the decision maker contact by the petition starter. If this is incorrect, please [post a response](#) to let the petition starter know.

Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** mail@changemail.org  
**Sent:** 8/5/2018 5:37 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 10 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 10 supporters

**10 more people signed  
in the last hour**

[View petition activity](#)

#### Recent supporters

**Eric stromer**  
Chassell, MI · Aug 05, 2018

He didn't do his job.

**Jake Suardini**  
Brighton, MI · Aug 05, 2018

**Kevin Everhart**  
Laguna Beach, CA · Aug 05, 2018

**Andrew Norris**  
Dry Fork, VA · Aug 05, 2018

Tim Bott  
Mount Pleasant, SC · Aug 05, 2018

[View all 10 supporters](#)

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Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA



**From:** mail@changemail.org  
**Sent:** 8/5/2018 4:48 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 10 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 10 supporters

**10 more people signed  
in the last 25 minutes**

[View petition activity](#)

#### Recent supporters

Tyler Lloyd  
Lexington, KY · Aug 05, 2018

He is a scumbag. He must be fired.

Jacob Evans  
Apopka, FL · Aug 05, 2018

Robert Baril  
Lake linden, MI · Aug 05, 2018

Michigan Sucks-Too  
Richmond, KY · Aug 05, 2018

**Mark Mcneely**  
Wellston, OH · Aug 05, 2018

[View all 10 supporters](#)

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Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** mail@changemail.org  
**Sent:** 8/5/2018 4:18 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 10 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 10 supporters

**10 more people signed  
in the last hour**

[View petition activity](#)

#### Recent supporters

Allen Auble  
Bloomville, OH · Aug 05, 2018

Meyer failed in his job as leader of young men.

Aaron Traylor  
Plainwell, MI · Aug 05, 2018

Chris Yacko  
Sylvania, OH · Aug 05, 2018

Allen Couet  
, · Aug 05, 2018

Kirk Kelley  
Elsie, MI · Aug 05, 2018

[View all 10 supporters](#)

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Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** mail@changemail.org  
**Sent:** 8/5/2018 3:34 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 10 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 10 supporters

**10 more people signed  
in the last 12 minutes**

[View petition activity](#)

#### Recent supporters

Lance Jones  
Pasadena, CA · Aug 05, 2018

Sean Costigan  
Kitchener, CA · Aug 05, 2018

Russ Muhs  
Voorhees, NJ · Aug 05, 2018

A Mac  
Cypress, TX · Aug 05, 2018

**John Williams**  
Edmond, OK · Aug 05, 2018

[View all 10 supporters](#)

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Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** mail@changemail.org  
**Sent:** 8/5/2018 3:18 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 5 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 5 supporters

**5 more people signed  
in the last 5 hours**

[View petition activity](#)

Recent supporters

christine hoffman  
berkeley, CA · Aug 05, 2018

An enabler of domestic violence leading streams of America's future men? He'll no!!

Ryan Peterman  
Toledo, OH · Aug 05, 2018

Anthony Stark  
Portland, OR · Aug 05, 2018

Craig Winslow  
Chevy Chase, MD · Aug 05, 2018

**Renee Gauthier**  
Saint Augustine, FL · Aug 05, 2018

[View all 5 supporters](#)

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Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA



**From:** "Cloran, Dan" <cloran.10@osu.edu>  
**Sent:** 8/5/2018 11:22 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Re: Thoughts are with you

---

Thanks for sharing. 100% of the ones I've received as well. Nice to see!!! Thanks.

Let me know if I can do anything.

Dan Cloran  
Executive Associate Athletic Director-Development

The Ohio State University

[Cloran.10@OSU.edu](mailto:Cloran.10@OSU.edu)

Cell: [REDACTED]

\*Message sent from my iPhone

On Aug 5, 2018, at 10:22 AM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

One of many

Sent from my iPad

Begin forwarded message:

**From:** Robert Weiler <[bob@rweiler.com](mailto:bob@rweiler.com)>  
**Date:** August 5, 2018 at 10:21:50 AM EDT  
**To:** Gene Smith <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** Thoughts are with you

Just wanted you to know, Gene, that Missy and I are thinking about you and wishing for a quick, positive resolution.

Best,

Bob

Sent from my iPad

**From:** mail@changemail.org  
**Sent:** 8/5/2018 10:08 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 5 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 5 supporters

**5 more people signed  
in the last 2 hours**

[View petition activity](#)

#### Recent supporters

**Kim Kensler**  
Toledo, OH · Aug 05, 2018

**Suzanne Burkhart**  
Longwood, FL · Aug 05, 2018

**Joyce Frohn**  
Oshkosh, WI · Aug 05, 2018

**Frank Marichalar**  
Aurora, CO · Aug 05, 2018

Sara Barwinski  
Denver, CO · Aug 05, 2018

[View all 5 supporters](#)

Change.org for decision makers

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This notification was sent to [smith.5407@osu.edu](mailto:smith.5407@osu.edu), the address listed as the decision maker contact by the petition starter. If this is incorrect, please [post a response](#) to let the petition starter know.

Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** "Mary Sheila Smith" [REDACTED]  
**Sent:** 8/5/2018 11:11 AM  
**To:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**CC:**  
**Subject:** Fwd: Message of Support

---

Sent from my iPhone

Begin forwarded message:

**From:** [brucepeterson20@gmail.com](mailto:brucepeterson20@gmail.com)  
**Date:** August 5, 2018 at 11:03:00 AM EDT  
**To:** [REDACTED]  
**Subject:** Message of Support

Just wanted to let you know that you and Gene are two of the finest people ever at Ohio State in my lifetime and I'm not alone in my opinion! Know your friends have your backs! Sincerely, Bruce

Sent from my iPhone

**From:** mail@changemail.org  
**Sent:** 8/5/2018 8:25 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 5 more people signed "Michael Drake: Fire Urban Meyer"

---

New signatures

Gene Smith – This petition addressed to you on Change.org has new activity. See progress and respond to the campaign's supporters.

**Michael Drake: Fire Urban Meyer**  
Petition by Darrell Lucas · 5 supporters

**5 more people signed  
in the last 12 hours**

[View petition activity](#)

#### Recent supporters

**Amanda Bergamaschi**  
Abington, PA · Aug 05, 2018

**Holly Collins**  
nashville, TN · Aug 05, 2018

**Rebecca DiLiddo**  
Canton, OH · Aug 05, 2018

**anthony tippin**  
Merchantville, NJ · Aug 05, 2018

Karen Nelson  
Worthington, OH · Aug 05, 2018

[View all 5 supporters](#)

Change.org for decision makers

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Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/5/2018 9:23 AM  
**To:** "Sheila Smith" [REDACTED]  
**CC:**  
**Subject:** Fwd: Thoughts are with you

---

Sent from my iPad

Begin forwarded message:

**From:** Robert Weiler <[bob@rweiler.com](mailto:bob@rweiler.com)>  
**Date:** August 5, 2018 at 10:21:50 AM EDT  
**To:** Gene Smith <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** Thoughts are with you

Just wanted you to know, Gene, that Missy and I are thinking about you and wishing for a quick, positive resolution.

Best,

Bob

Sent from my iPad

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/5/2018 9:23 AM  
**To:** "Robert Weiler" <bob@rweiler.com>  
**CC:**  
**Subject:** Re: Thoughts are with you

---

Thank you Bob, so appreciate you and Missy. Give her my best. Thanks Gene

Sent from my iPad

> On Aug 5, 2018, at 10:21 AM, Robert Weiler <bob@rweiler.com> wrote:

>

> Just wanted you to know, Gene, that Missy and I are thinking about you and wishing for a quick, positive resolution.

>

> Best,

>

> Bob

>

> Sent from my iPad



**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/5/2018 9:08 AM  
**To:** "ron and rebecca young" <r2young3390@yahoo.com>  
**CC:**  
**Subject:** Re: Brett McMurphy

---

Thank you for sharing. Appreciate your support. Thanks and we will do our best to positively get through this, Gene

Sent from my iPad

On Aug 5, 2018, at 8:52 AM, ron and rebecca young <[r2young3390@yahoo.com](mailto:r2young3390@yahoo.com)> wrote:

Hello Mr.Smith,

I recently contacted Brett McMurphy about a part of his reporting that bothered me. He sent me this reply and I responded which I would like to send you in a follow up email. I wish the best for Ohio State and have a sinking feeling Mr. McMurphy has an agenda.

Healthy Regards

[Sent from Yahoo Mail for iPhone](#)

Begin forwarded message:

On Sunday, August 5, 2018, 7:35 AM, ron and rebecca young <[r2young3390@yahoo.com](mailto:r2young3390@yahoo.com)> wrote:

So why the rush to judgement. You use the word "alleged" but then continue to write as though it is truth. Why not include what you just told me in your stories? I'm Afraid this story is teetering close to the rush to judgment scandal of the Duke lacrosse scandal. That would only hurt your career- not advance it. Good reporting looks at both sides- not just picking a side and running with it. People's livelihoods and reputations are at stake here- even yours. Your tweets are showing you're starting to enjoy the attention a little too much.

Healthy Regards

[Sent from Yahoo Mail for iPad](#)

On Saturday, August 4, 2018, 11:01 PM, Brett McMurphy <[brettmcmurphy@gmail.com](mailto:brettmcmurphy@gmail.com)> wrote:

I reported Zach Smith has never been convicted of domestic violence. The police will not take questions, and only refer to what's in the police reports.

Thanks.

> On Aug 4, 2018, at 10:59 PM, Becky <[r2young3390@yahoo.com](mailto:r2young3390@yahoo.com)> wrote:

>

> I was wondering if you could do some due diligence and investigate why, when the police were called out to the Smith household at least 9 times - no charges were ever filed by the police or Courtney. This is a veryyyyy troubling part of your story. And one that needs to be explored further.

> Could the reason be Courtney's own behavior and credibility? Could this credibility issue be a factor for not only the police, but those at Ohio State who knew of their toxic marital situation ,and just as the police, could not determine just how physical and out of control the situation was??

> If the police, who deal with this situation on a constant basis can't determine for sure, how does a football coach?

> I know this doesn't advance your storyline, but would go a long way in establishing credibility with your readers.

> As someone who has had a family member involved in a domestic abuse situation, I unfortunately saw the lying and manipulation that both parties can use to cover up and mislead.

>

> Healthy Regards

>

> Sent from my iPhone

**From:** "D1.ticker" <matt@d1ticker.com>  
**Sent:** 8/5/2018 8:35 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** D1.ticker - News from Saturday, August 4, 2018

---

D1.ticker - Eliminate the barrage of articles & time-consuming searches. Efficient D1 athletics news in a daily email.

Here's the **Richard Deutsch-Brett McMurphy** podcast I mentioned yesterday & neglected to link properly. Apologies. ([link](#))

The **Columbus Dispatch's** Rabinowitz asks the question some are wondering, "(Zack) Smith's explanation of the timeline and his decision not to inform Meyer in 2015 might help that cause. Smith said he was on a recruiting visit when athletic director Gene Smith called him following a call from the Powell police department and told him to return to Columbus. If that's the case, then Meyer wouldn't have had to tell the athletic director because he would already have known. Which raises the question, given that Meyer has been placed on administrative leave, should Gene Smith also be on leave during the university's investigation?" Buckeyes AD Smith has not commented on the situation. ([link](#))

**Brown** WBB HC Behn is facing domestic assault charges stemming from accusations from her husband that she pushed him over a wooden chair then pinned him against a wall. Behn's attorney: "She denies the allegation. It's a private matter." Brown with the standard "no comment" statement. ([link](#))

The biggest change coming to **Kidd Brewer Stadium** this season is the removal of the temporary bleachers in front of **Owens Fieldhouse** so construction on the new fieldhouse can start as soon as the season ends, per **Appalachian State** AD Gillin. New items include a beer garden outside of the stadium next to the pregame shows pot, and a child drop-off program at the **Sofield Indoor Practice Facility** for a sports clinic with coaches while parents are able to enjoy the game sans kiddos. Also, after the first and final home games the FB team will remain on the field for meet and greets with fans. The North End Zone project, which will remove the track, includes a \$38M facility to replace Owens and provide luxury seating for gamedays. Track and Field will not host a meet in 2019 and should have a new facility by spring of 2020. Softball and tennis upgrades will follow. More. ([link](#))

ADs in Ohio comment on developments around sports gambling as the state government is slowly moving forward toward legalization. **Bowling Green's** Moosbrugger: "Hypothetically, if someone could run up to Hollywood Casino and place a legal wager, bettors could have inside information that came from one of our student-athletes or even a staff member, and we certainly don't want that to happen. Those are concerns of ours." **Toledo's** O'Brien thinks standardized injury reports are "only a matter of time." O'Brien also notes issues around the topic for the Rockets in the past. ([link](#))

**ESPN's College GameDay** will open the season in South Bend for the **Michigan at Notre Dame** game on September 1. Looks like the last time GameDay camped with the Fighting Irish was October of 2012 for an OT result against Stanford. ([link](#), [link](#))

presented by **Anchovy Travel**

New **Alaska Anchorage** AD Myford on his plans for the department: "We'll follow the words of Thomas Edison, who said, 'There's a better way. Find it.' And we will. ... I'm going to suggest that we all become students again in seeking better ways to get things done. ... My intent is to ensure that phrases like, 'It's not my job,' or, 'We've always done it that way,' get transformed and replaced with a mindset that says how do we get this done?" Myford says he'll spend the first 100 days listening: "We're not here to suppress opinions, we're here to cultivate and celebrate our difference in opinions. We will abide by the thought that no one of us is as smart as all of us. We're going to have a department where the best idea wins." On his time at **Penn State** as Assoc. AD during the Sandusky scandal: "One of the things I took away from that is that during a time of difficulty and adversity, people don't expect miracles. But they do expect understanding. People don't expect miracles, but they do expect to be led. They expect leadership." ([link](#))



**Florida A&M** AD Eason profiled for his efforts to balance the budget in Tallahassee. An increase in ticket sales for FB year-over-year is part of the picture, as is the increase in radio advertising spots and local businesses supporting the Rattlers with the new turf being installed at **Bragg Memorial Stadium**, which has already drawn interest from high school teams for their own games and should attract musical acts and other revenue-generating performances in the future. Eason: "It would be great if we could get a new stadium. We're doing the turf now and we'll do some other upgrades. I would love to have a new stadium, but until that time, I can't afford to twiddle my thumbs. I've got to move forward and enhance what we have. Some would say you're wasting money with the turf if you're going to move on, but there are a lot of positive things that can come out of the turf." ([link](#))

What do **FCS** HCs think of the new redshirt rules? **Indiana State** HC Mallory: "Most importantly it changes the mindset of a freshman. Hey, anytime you can play." **Youngstown State** boss Pelini doesn't expect it to change things for his squad while **Northern Iowa** HC Farley expects it to impact home games or non-conference games the most. **North Dakota State's** Klieman points to its importance in helping to develop depth. ([link](#)); The **Tribune-Star** Sports Editor Golden blasts the **ESPN** paywall as it hurts the **Missouri Valley Conference** deal signed in 2015. Golden: "The question — and it's not just one for the ESPN or the MVC, but the evolving broadcast world in general — is how many apps will customers be willing to consume before enough is enough? When does the nickel-and-diming for paywall apps reach critical mass and consumers just elect not to get them? From a sports programming standpoint alone, are you willing to pay for **ESPN+**, **MLB TV**, and the rest that have or will emerge? ... To go with that, the pay wall move is troubling for mid-major conferences like the MVC, who banked on the virtually free exposure they were getting via **ESPN3** as a trade-off for lack of revenue from a traditional broadcasting rights agreement. ... And, oh by the way? Guess how much revenue the MVC and its schools get from this new paywall arrangement? Other than a production subsidy, the answer is nothing. You lose. Good day, sir. So the money that league schools invested, ISU included, to subsidize their part in the ESPN production costs with the idea they would get 'paid back' in free exposure? Forget it." ([link](#))

**Kentucky** Baseball should get to move into its new \$49M stadium next month. With 2,500 permanent seats and additional space for up to 7K for post season games, there will also be a team lounge, training area, locker room, indoor pitching and hitting spaces, offices and a recruiting area. Former Wildcats infielder Flynn on UK's new park: "It was time, and if you're going to keep up in the SEC, you have to do it." Cats AD Barnhart indicates the move-in may come in stages, with the team hitting the field in 'mid-to-late September.' ([link](#))

**Oklahoma's** new Dir. of Football Ops Stroud spent nearly the past two decades as the school's VP for Student Affairs & Dean of Students. Stroud, who admits there is a sharp learning curve and that he still needs to square away buses for the team's first home game this season, took a \$63K pay cut with the move across campus. "This is kind of a once-in-a-lifetime opportunity. This job doesn't come around maybe ever again. To get an opportunity to be part of [OU coach Lincoln Riley's] staff was just something I couldn't pass up." Stroud lives nine houses away from former ops boss McMillen and the two friends have communicated frequently during the transition. Long, interesting read, including comments from HC Riley that Stroud is "perfect for the job." ([link](#))

Headline: "Huskies' Chris Petersen shows it's possible to win without selling your soul."  
The **Seattle Times** Stone profiles **Washington's** FB HC, who lives by the mantra: "I don't think it's win at all costs. It's win with the values and beliefs that you're all about. That's how we do it." More Petersen: "I think every day something comes across my desk that I'm challenged integrity-wise. It's not about making one good decision and move on; it's an everyday thing when you're in a big organization or a big place. And a lot of times, it's subtle stuff. It all starts small. We tell our players all the time that it starts small. You don't end up all of a sudden ... that doesn't happen. So you have to pay attention to the small things to make sure that you're on track with who you want to be and how you want to conduct business." Petersen credits UW AD Cohen for her vigilance and training efforts department-wide to make sure protocol is handled properly for any "thorny issues" that may pop up. ([link](#))

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**Michigan's** endowment has invested \$102M in four private equity funds run by the son of alum and mega-booster Graham. The Graham family and foundation have donated \$60M+ to the Wolverines, including paying for half of Football's \$800K tip to **France** this past spring. **South Carolina** Asst. Sociology Professor Merced, who is writing a book about Wall Street's relationship with higher ed: "This case raises questions about a conflict of interest. Is Michigan acting in the best interest of the university or in the interest of a donor? My research suggests that this is not just a coincidence that Michigan is invested in its biggest donor." From the **Detroit Free Press**: "External auditors concluded that they generally found sound financial controls, though they recommended implementing stronger policies to avoid some potential conflicts of interest as well as stricter oversight of employee travel and gift from investment fund managers. The audit only examined investment operations

from July 1, 2017 through March 31 of this year. The PwC audit and the university's written response did not specifically impose greater controls over possible conflicts arising from investing with some of the university's wealthiest donors." A move toward giving the school's CIO and CFO control on the decision to place money with individual investment funds could be in the works, with the Regents only advising on the types of investments to be made and how to divvy up the dollars in a broad sense. ([link](#))

**News Sentinel** Exec. Editor McElroy with an op-ed on the handling of the investigation by former Knoxville police chief turned TBI director Rausch into the "longstanding" practice of the Knoxville Police Department to provide courtesy calls to the **University of Tennessee** when student-athletes run into trouble. A handful of cases in question over the years, including a 2003 situation with then-FB HC/current AD Fulmer. In the most recent case, involving then-Vols FB student-athletes Johnson and Williams, investigator Riddle told jurors that Johnson was warned by his coach, who had been alerted by KPD, so the players had time to come up with a story and clean up the scene before investigators were able to obtain a search warrant or question the accused. Last month Johnson and Williams were found not guilty of rape charges stemming from a 2014 incident. McElroy: "Rausch said the purpose of the calls was to allow UT 'appropriate time to prepare responses' to incidents that could draw public attention. But no institution, even UT, should be bigger than the orderly pursuit of justice." ([link](#))

More comments from **New Mexico** coaches & student-athletes on the sport cuts for the Lobos. Football senior wide receiver Harris: "I understand it's a touchy subject for the soccer team, but I wish well for everybody that's on the soccer team and, you know, life goes on." FB HC Davie on Soccer getting cut: "No, not guilty at all. I feel bad. I feel extremely bad. Nobody knows more than another coach of what coaches invest in their program and how much pride you take in it. Nobody knows more than a player what other players put into it. You leave home, you set up, you have a plan, you have a course. You put everything into it and it gets taken away. But guilt — absolutely not. Absolutely not." ([link](#))

**Also Noticed:** The external review of the death of **Maryland** FB student-athlete McNair, being conducted by former **Appalachian State/South Carolina** athletic trainer turned sports medicine consultant Walters, is due Sept. 15. ([link](#)); Columbia's **Spirit Communications Park** will play host to the neutral-site matchups between Clemson and **South Carolina** for their baseball series in 2020 and 2022. Greenville's **Fluor Field** gets the assignment for 2019 and 2021. ([link](#)); The **Dallas Morning News** Baby points to the correlation between the "shrinking" number of CFB writers and the dwindling access to FB student-athletes for media availability. Others in this Twitter thread debate if it is a way to better control a program's "message/information flow." ([link](#))

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*(Posted from most recent over the last 30 days)*

**Deputy Athletics Director (University of Illinois at Chicago / Chicago, IL):** This position serves as chief operating officer and will assist the Director of Athletics in the overall management, supervision, and leadership of the athletics department. More details [HERE](#).

**Video Board Coordinating Producer (University of Kentucky / Lexington, KY):** Collaborate with various entities to produce engaging streamed and on-demand video content for UK Athletics.com and SEC Digital Network - enhancing the in-venue experience & sports broadcast shows. More details [HERE](#).

**Sports Turf Manager (University of Kentucky / Lexington, KY):** Oversee the preparation of safe, aesthetically pleasing practice & competition fields to give our student-athletes elite opportunities to succeed in their sport. More details [HERE](#).

**Ticket Services & Retention Rep (Purdue University / West Lafayette, IN):** Responsible for creating and executing a business sales plan to service and retain season ticket packages for Purdue Athletics. Retention of renewable season tickets via phone or face to face. More details [HERE](#).

**Assistant Athletic Director of Strategic Communications and Marketing (University of Missouri-Kansas City / Kansas City, MO):** This position will have oversight over several areas including: strategic communications, media relations, digital media, marketing promotions, branding, and fan engagement. More details [HERE](#).

**Associate Head Athletic Trainer (Brown University / Providence, RI):** Position provides medical care and health education to ensure the safety of, reduce risk of injury to, and guide the rehabilitation of Brown student-athletes under the guidance of the Head Trainer. More details [HERE](#).

**Budget Analyst - Intercollegiate Athletics (University of San Diego / San Diego, CA):** Bean Counter? Strategic thinker? We need both! Seeking a strong No. 2 in our Athletics Business Office. The Budget Analyst supports the Senior Associate AD/CFO in establishing, monitoring, and maintaining the department's budget in addition to collecting, reviewing, and analyzing data that is used in budget planning, forecasting and strategic planning processes. If you are good at math, a whiz-bang in accounting, finance or related field (CPA a plus) and not opposed to working on the most beautiful campus in America, please send email expressing interest TODAY to Senior Associate AD Dan Young: [young@san-diego.edu](mailto:young@san-diego.edu) (Yes, YouRg not YouNg!). More details [HERE](#).

**Associate Sports Information Director (Boise State University / Boise, ID):** Boise State is hiring an associate sports information director whose primary responsibility will be baseball, and will also assist with the media relations efforts for the Broncos' football team. More details [HERE](#).



**Assistant Director of Strategic Communications (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics, a Division I and Big Ten Conference member, is seeking a highly qualified candidate to fill the position of Assistant Director of Strategic Communications. More details [HERE](#).

**Senior Associate/Associate Athletic Director for External Affairs (Drake University / Des Moines, IA):** Position will join the athletics department senior staff while serving as the lead fundraiser for the department and having oversight of all external relations areas. Provides sport supervision. More details [HERE](#).

**Assoc. Athletic Director - Communications (Clemson University / Clemson, SC):** Clemson University is looking for Assoc. Athletic Director - Communications in Jervy Athletic Center. To apply and view full details, please visit <http://www.Click2Apply.net/nywtb9qg/m5zz/g>. More details [HERE](#).

**Director of Marketing (University of New Mexico / Albuquerque, NM):** UNM Athletics Marketing department is seeking a Director of Marketing to will assist with the day-to-day marketing and promotions of assigned programs working directly with our basketball programs. More details [HERE](#).

**Account Executive (Home Team Sports / San Diego, CA):** The Account Executive (AE) will develop, sell, and manage all aspects of fully integrated corporate sponsorships for San Diego State University (SDSU) Sports Properties. More details [HERE](#).

**Senior Associate Athletic Director for Academic Support (University of Mississippi / Oxford, MS):** This position coordinates the facets of assisting and counseling student athletes with academic requirements in compliance with NCAA, SEC, & University academic eligibility & graduation requirements. More details [HERE](#).

**Associate/Sr. Associate Athletic Director for Student Success & Compliance (Winthrop University / Rock Hill, SC):** Under the direction of the Director of Athletics, the Associate/Sr. Associate Athletic Director for Student Success & Compliance serves as a member of the Athletics Department senior staff. More details [HERE](#).

**Assistant AD/Director of Strategic Communications (University of San Diego / San Diego, CA):** Are you interested in working on the most beautiful college campus in America? We are looking for a Difference Maker to share the special story of the University of San Diego Toreros. If you are a talented strategic thinker, writer, videographer, graphic designer, or otherwise supremely talented communications professional, and can help move the needle in driving engagement, attendance, revenue generation, recruiting, etc., email Marcy Lanoue at: [mlanoue@sandiego.edu](mailto:mlanoue@sandiego.edu) TODAY. We're moving fast and you must enjoy sunshine! More details [HERE](#).

**Athletics Annual Fund Coordinator (California State University, Bakersfield / Bakersfield, CA):** The Athletics Annual Fund Coordinator manages the Roadrunner Scholarship Fund through the identification, cultivation, solicitation, and stewardship of donors and prospects. More details [HERE](#).

**Program Manager - Athletics Ticket Sales & Services (Texas Tech University / Lubbock, TX):** Assist in the development of new ticket marketing growth programs and initiatives; manage & update sales records using Ticket System/Salesforce on a daily and weekly basis. Req# ID 14848. More details [HERE](#).

**Athletic Business Operations Manager (Winthrop University / Rock Hill, SC):** Reporting to the Senior Associate Athletic Director for Internal Operations, the Business Operations Manager executes the athletics business office and departmental business functions. More details [HERE](#).

**Athletics Development Officer (Utah State University / Logan, UT):** The position is responsible for achieving identified goals and objectives established by the Deputy Athletics Director / Assistant Vice President in coordination with the... More details [HERE](#).

**Associate Athletic Director for Business Operations (Texas State University / San Marcos, TX):** This position will manage financial and human resources operations, coordinate strategic planning, and oversee administrative and/or operational projects for the Department of Athletics. More details [HERE](#).

**Assistant Athletic Director - Marketing/Promotions (Middle Tennessee State University / Murfreesboro, TN):** The Assistant Athletic Director Marketing and Promotions will work on the immediate and long range marketing sales efforts for the athletic department. More details [HERE](#).

**Assistant Director of Athletics for Student-Athlete Development & Welfare (College of the Holy Cross / Worcester, MA):** The AD is responsible for creating and implementing a series of programming to emphasize and improve the student-athlete experience and welfare. Master's degree preferred. More details [HERE](#).

**Assistant/Associate Director, Athletics Communications (Boston College / Chestnut Hill, MA):** Boston College Athletics is accepting applications for the position of Assistant/Associate Director, Athletics Communications. This position will serve as the media contact for the men's hockey team. More details [HERE](#).

**Head Women's Lacrosse Coach (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution and member of the Mid-American Conference is currently accepting application for the position of Head Women's Lacrosse Coach. More details [HERE](#).

**CD Henry Internship (Big Ten Conference / Rosemont, IL):** The intern will work in several areas of the office including sports administration, championships, football and basketball operations and special research projects. More details [HERE](#).

**Associate Athletics Director for Communications (Vanderbilt University / Nashville, TN):** The Associate Athletics Director of Communications is responsible for leading the department's communications efforts in alignment with institutional-level strategies and tactics to advance Vanderbilt. More details [HERE](#).

**Coordinator of Baseball Operations (Long Beach State University / Long Beach, CA):** This position provides administrative support to the Baseball program. Must apply online at [www.csulb.edu/employment](http://www.csulb.edu/employment) to be considered. More details [HERE](#).

**Executive or Sr. Associate Athletics Director for Academics and Student Development (University of Georgia Athletic Association / Athens, GA):** Member of UGA Athletics Senior Management Team. Responsible for oversight and management of academic success and academic support services for student athletes participating in 21 sport programs. More details [HERE](#).

**Assistant Athletic Director (University of Georgia Athletic Association / Athens, GA):** Responsible for efficient and effective operation of the Athletic



Association's human resources unit. Establish and implement HR efforts that effectively communicate and support our mission and vision. More details [HERE](#).

**Director of Development - Premium Seating/Major Gifts (University of Wisconsin / Madison, WI):** This position will work as a member of the Athletic Development Office team with specific responsibility for developing, implementing and evaluating the premium seating program. More details [HERE](#).

**Associate Director Athletics Ticket Analytics and Database Management (Texas Tech University / Lubbock, TX):** Assist in management of the overall day-to-day database maintenance and administration for both Paciolan ticketing and Salesforce CRM software; maintain forecasting models. Req#ID 14783. More details [HERE](#).

**Creative Services Coordinator (University of North Carolina at Charlotte / Charlotte, NC):** This position is responsible for consulting, creation, designing, delivering wide variety visual graphic art products for all sports teams. The products include but are not limited to: individual team posters, schedule cards, promotional items, billboards, recruiting materials, public relations material and social media content. More details [HERE](#).

**Tennis Coordinator of Officials (Big Ten Conference / Rosemont, IL):** Assign officials for all men's and women's Big Ten tennis conference matches while acting as a liaison between the NCAA, ITA, member institutions' tennis coaches and officials. More details [HERE](#).

**Assistant Director of Digital Communications - Social Media Strategy (NCAA / Indianapolis, IN):** Manage various outreach efforts of the NCAA's main communications office, assisting in the Association's social media efforts and other communications efforts as defined by the managing director of external affairs and director of digital communications. More details [HERE](#).

**Assistant Director of Athletics Communications (University of Notre Dame / South Bend, IN):** Join the Communications arm of Fighting Irish Media, which aims to engage and connect student-athletes, fans and alumni to Notre Dame. More details [HERE](#).

**Feature Content Specialist, On-Air Talent (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking a candidate for a Feature Content Specialist and On-Air Talent. Typically requires a Bachelor's degree or higher plus four years of related experience. More details [HERE](#).

**Senior Associate Athletic Director (University of North Carolina at Chapel Hill / Chapel Hill, NC):** The University of North Carolina at Chapel Hill Department of Athletics is seeking applications for a Senior Associate Athletic Director for Student Athlete Health, Well Being and Program Outreach. More details [HERE](#).

**Assistant Athletic Director- Compliance (Rice University / Houston, TX):** This position is responsible for managing, developing, and implementing all aspects of the department's compliance program and the day to day operations of the compliance office. More details [HERE](#).

**Assistant Director of Marketing (Northwestern University / Evanston, IL):** Responsible for oversight of select sports. This position facilitates the creation & execution of strategic plans supporting brand awareness, ticket sales & other revenue-generating initiatives. More details [HERE](#).

**Head Coach - Women's Tennis (Middle Tennessee State University / Murfreesboro, TN):** Oversee all aspects of the University's NCAA Division I Women's Tennis program at Middle Tennessee State University. More details [HERE](#).

**Director, Athletics Advancement (Florida Gulf Coast University / Fort Myers, FL):** The Director, Athletics Advancement identifies, qualifies, cultivates, closes and stewards gifts from current and prospective donors for both Athletics and the FGCU Foundation. More details [HERE](#).

**Assistant Director of Annual Giving (Auburn Athletics / Tigers Unlimited / Auburn, AL):** This position will develop, coordinate, and implement programs, services, and fundraising activities aimed at raising awareness and advancement of Athletics development initiatives. More details [HERE](#).

**Associate/Assistant Athletic Director for Sports Medicine (Virginia Commonwealth University / Richmond, VA):** VCU Athletics invites applicants for an Assoc. Asst. AD for Sports Medicine who will be responsible for the direction and development of the entire Sports Medicine program. Sport assignment is MBB. More details [HERE](#).

**Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Director of the Mocs Club provides primary leadership for athletics annual fundraising efforts, specifically to increase Mocs Club membership and increase unrestricted giving to UTC Athletics. More details [HERE](#).

**Associate Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Associate Director will assist with athletics annual fundraising efforts, manage all aspects of the C Club, UTC's Letterwinners organization, and provide stewardship to all donors to UTC Athletics. More details [HERE](#).

**(NEW!) Athletics Development Coordinator (Boston University / Boston, MA):** This position is a key member of the Athletics Development staff, assisting the department toward its \$50 million goal as part of the \$1.5 billion goal in the Campaign for BU. More details [HERE](#).

**COORDINATOR OF WOMEN'S BASKETBALL OPERATIONS & PLAYER DEVELOPMENT (Middle Tennessee State University / Murfreesboro, TN):** The Coordinator of Women's Basketball Relations and Player Development will work directly with the Head Coach and the Director of the Academic Enhancement Center and assist with administrative aspects. More details [HERE](#).

**Head Coach, Women's Tennis (Brown University / Providence, RI):** This position is responsible for all aspects of the Women's Tennis program. The Incumbent also maintains positive relations with alumnae and friends groups. More details [HERE](#).

**Assistant Athletic Director, Creative and Digital Media (University of Oregon / Eugene, OR):** This role is responsible for leading and executing creative branding, digital, and social media strategy for Oregon Athletics. Building brand awareness and positive messaging for fans and constituents. More details [HERE](#).

**Athletics Business Manager (University of Louisville Athletic Association / Louisville, KY):** The Athletics Business Manager is responsible for oversight of the business operations of the U of L Athletic Department including budget, finance, accounting, travel, accounts payable/receivable, etc. More details [HERE](#).

**Director of Athletics Compliance (University of North Texas / Denton, TX):** Oversees the day-to-day compliance activities to meet NCAA, Conference



USA, and University of North Texas requirements. Directs, addresses, and follows up on eligibility records for student athletes. More details [HERE](#).

**Assistant Director of Marketing (University of Louisville Athletic Association / Louisville, KY):** The Assistant Director of Marketing position serves as the marketing director and game director for all assigned Olympic sports for the University of Louisville Athletic Department. More details [HERE](#).

**Athletic Academic Advisor, Student Athlete Services (James Madison University / Harrisonburg, VA):** Assist the Associate AD for Student-Athlete Services in the organization, coordination and implementation of academic support services for student-athletes. More details [HERE](#).

**Head Coach, Womens Gymnastics (San Jose State University / San Jose, CA):** The Gymnastics Head Coach will report directly to the Senior Associate Athletics Director. Teach, motivate, and recruit student athletes. Details/apply: <http://www.sjsu.edu/hr/careers/job.asp?id=24643>. More details [HERE](#).

**Head Baseball Coach (#11012) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution, is currently accepting applications for the position of Head Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Baseball Coach (#11015) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution is currently accepting applications for the position of Assistant Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Coach 1 - Hitting (Middle Tennessee State University / Murfreesboro, TN):** Assist the Head women's softball coach organize and administer all aspects of our NCAA Division I women's softball program. More details [HERE](#).

**Assistant Director of Ticket Operations (Army West Point Athletic Association / West Point, NY):** Responsible for assisting the Director of Operations, Army A Club with the overall operation of the Army A Club. More details [HERE](#).

**Director of Compliance for Eligibility/Assistant Director of Compliance for Eligibility (University of Michigan Athletic Department / Ann Arbor, MI):** This position will assist in a number of areas related to eligibility and recruiting and will have primary responsibility for managing the continuing, transfer, and initial eligibility process. More details [HERE](#).

**Director, Digital Media Strategy & Content (Mountain West Conference / Colorado Springs, CO):** The Mountain West is accepting applications for its Director, Digital Media Strategy & Content. The successful candidate will design & implement the digital media strategy for the Conference. More details [HERE](#).

**Athletics Marketing Coordinator (Eastern Michigan University / Ypsilanti, MI):** Assist with efforts to coordinate and implement marketing strategies to increase student attendance and engagement at home athletic events, and bring program visibility and awareness at home games. More details [HERE](#).

**Assistant Director of Group Sales (Baylor University / Waco, TX):** The Assistant Director of Group Sales is responsible for providing ticket sales assistance for the Department of Athletics as well as ensure group experience fulfillment. More details [HERE](#).

**Head Coach, Women's Softball (Quinnipiac University / Hamden, CT):** In this position, you will be responsible for total program management, including coaching, administration, recruitment and coordination of a collegiate women's softball program. More details [HERE](#).

**Head Women's Tennis Coach (University of Southern Mississippi / Hattiesburg, MS):** Head coach of the Southern Miss Women's Tennis program. Candidate will be responsible for coaching, recruiting, and overall operation and performance of Women's Tennis at Southern Miss. More details [HERE](#).

**Assistant Women's Lacrosse Coach (Quinnipiac University / Hamden, CT):** The assistant coach will engage in sport-specific coaching, recruitment, and student-athlete development with the women's lacrosse program. More details [HERE](#).

**Assistant Athletic Director – Marketing and Fan Experience (Air Force Academy Athletics Corporation / Colorado Springs, CO):** Works closely and collaboratively with AFAAC CEO and Associate Athletic Director for External Relations to develop an external vision for the department, which includes social media strategy, advertising campaigns, promotional schedules and marketing plans. More details [HERE](#).

**Assistant Athletic Director for Communications (Ohio University / Athens, OH):** Administer all components of sports information for Ohio University's 16 sports, to include the communication and distribution of sports related information to local, regional and national media. More details [HERE](#).

**Assistant Director for Athletics Communications (University of North Texas / Denton, TX):** UNT hiring for Assist Director-Athletics Communications. Resp. developing promotional & publicity strategies for dept. Digital & social media, dept website & traditional media relationship cultivation. More details [HERE](#).

**Assistant Director of Athletics for Compliance (College of Holy Cross / Worcester, MA):** Responsible for managing an NCAA Division I rules compliance program and enhancing a culture of compliance. Master's Degree or J.D. preferred. NCAA rules and regulations required. More details [HERE](#).

**Director of Athletic Marketing (Stony Brook University / Stony Brook, NY):** The Director of Athletic Marketing will support the Assistant AD Athletic Marketing in the development and execution of a comprehensive marketing plan for the Department of Athletics. More details [HERE](#).

**Financial Aid Coordinator - Athletics (University of North Texas / Denton, TX):** UNT is hiring for a Financial Aid Coordinator. Resp. day to day financial aid compliance, assist drafting & submitting waivers. Coordinate all financial-aid related activities for student athletes. More details [HERE](#).

**Assistant Director of Enforcement – Basketball Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in men's and women's basketball recruiting environments. More details [HERE](#).

**Assistant Director of Enforcement – Football Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in and knowledge of the football recruiting environment through monitoring, investigation, and outreach. More details [HERE](#).

**Assistant Director of Enforcement – Investigations and Processing (NCAA / Indianapolis, IN):** This position is responsible for investigating and processing potential violations of NCAA legislation, compiling and evaluating evidence of infractions, and drafting necessary submissions. More details [HERE](#).



**Assistant Director, Administration (Mississippi State University / Starkville, MS):** Plans, organizes, and facilitates activities for Director of Athletics and Department of Athletics Administration. More details [HERE](#).

**Account Executive-Corporate Partnerships (Peak Sports MGMT / Multiple Cities):** Position is responsible for, but not limited to, supporting their respective property in areas of game-day and event operations, activation, fulfillment, marketing, office and administrative support. More details [HERE](#).

**Associate Director, Athletic Facilities & Recreation (Babson College / Wellesley, MA):** The Associate Director is responsible for the management and daily operations of all athletics facilities, including daily and event operations, scheduling, security and programming. More details [HERE](#).

**Associate Athletics Director for Compliance (Vanderbilt University / Nashville, TN):** Responsible for daily management of the University's compliance efforts in intercollegiate athletics, including the education and enforcement of NCAA and Conference rules and regulations. More details [HERE](#).

**Assistant Commissioner for Compliance and Governance (America East Conference / Boston, MA):** Position is responsible for the conference's compliance program, student-athlete academic programs as well as NCAA legislation and governance strategy. More details [HERE](#).

**Digital Media Coordinator (Campbell University / Buies Creek, NC):** Responsible for assisting in all facets of athletics video, digital and social media. More details [HERE](#).

**Marketing & Events Assistant (Dartmouth College / Hanover, NH):** Successful candidate will assist in the creation and implementation of marketing plans for Dartmouth's ticketed sports. More details [HERE](#).

**Director of Football Gameday Operations (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking applicants for a Director of Football Gameday Operations to direct all aspects of Penn State Football game day. Please apply online: [apptrkr.com/1253429](http://apptrkr.com/1253429). More details [HERE](#).

**Head Women's Golf Coach (University of Oregon / Eugene, OR):** This position is responsible for the management and administration of all phases of the women's golf program in a manner that upholds the philosophy and objectives of the Oregon Athletic Department. More details [HERE](#).

**Assistant Coach, Women's Soccer (UNC Wilmington / Wilmington, NC):** The Assistant Coach, Women's Soccer, assists the Head Coach in providing leadership for a NCAA Division I soccer program. Assist with all aspects of the women's soccer program. More details [HERE](#).

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**Sent:** 8/5/2018 5:34 AM  
**To:** "Hamilton, Ann" <[hamilton.847@osu.edu](mailto:hamilton.847@osu.edu)>, "Davey, Christopher" <[davey.8@osu.edu](mailto:davey.8@osu.edu)>  
**CC:**  
**Subject:** Fwd: New petition to you: Fire Urban Meyer

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Sent from my iPad

Begin forwarded message:

**From:** Darrell Lucas <[mail@changemail.org](mailto:mail@changemail.org)>  
**Date:** August 4, 2018 at 9:45:47 PM EDT  
**To:** <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** New petition to you: Fire Urban Meyer  
**Reply-To:** "[change@mail.change.org](mailto:change@mail.change.org))" <[reply-fec51677762027e-112\\_TEXT-1202916802-7259830-442113@mail.change.org](mailto:reply-fec51677762027e-112_TEXT-1202916802-7259830-442113@mail.change.org)>

New petition

**Gene Smith** – Darrell Lucas started a petition on [Change.org](https://www.change.org) and listed you as a decision maker. Learn more about Darrell Lucas's petition and how you can respond.

Michael Drake: Fire Urban Meyer

Petition by Darrell Lucas · Started Aug 05, 2018

On August 1, veteran college football reporter Brett McMurphy reported that Courtney Smith, ex-wife of former Ohio State receivers coach Zach Smith, claimed that a number...

[Read more](#)

[View the petition](#)

## WHAT YOU CAN DO

### 1. View the petition

[Learn about the petition and its supporters.](#) You will receive updates as new supporters sign the petition so you can see who is signing and why.

### 2. Respond to the petition

[Post a response](#) to let the petition supporters know you're listening, say whether you agree with their call to action, or ask them for more information.

### 3. Continue the dialogue

Read the comments posted by petition supporters and continue the dialogue so that others can see you're an engaged leader who is willing to participate in open discussion.

## CHANGE.ORG FOR DECISION MAKERS

On [Change.org](#), decision makers like you connect directly with people around the world to resolve issues. [Learn more](#)

This notification was sent to smith.5407@psu.edu, the address listed as the decision maker contact by the petition starter. If this is incorrect, please [post a response](#) to let the petition starter know.

[Change.org](#) · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>

**Sent:** 8/4/2018 3:37 PM

**To:** "Sheila Smith" [REDACTED]

**CC:**

**Subject:** Fwd: STAND TALL!!

---

Sent from my iPad

Begin forwarded message:

**From:** Stanley Morrison <[stanmack.morrison@icloud.com](mailto:stanmack.morrison@icloud.com)>

**Date:** August 4, 2018 at 4:22:50 PM EDT

**To:** [smith.5407@osu.edu](mailto:smith.5407@osu.edu)

**Subject:** STAND TALL!!

Dear Gene,

Coach Meyer is incredibly fortunate to have the finest Director of Intercollegiate Athletics in the NCAA to turn to. If ethics, wisdom and truth still count, he could not be in better hands.

"THE TWO MOST IMPORTANT DAYS IN YOUR LIFE ARE THE DAY YOU WERE BORN AND THE DAY YOU DISCOVERED WHY."

Mark Twain

Love to you and Sheila.

"116". Stan

Sent from my iPhone

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/4/2018 3:37 PM  
**To:** "Stanley Morrison" <stanmack.morrison@icloud.com>  
**CC:**  
**Subject:** Re: STAND TALL!!

---

Thanks Stan, you are the best! Gene

Sent from my iPad

> On Aug 4, 2018, at 4:22 PM, Stanley Morrison <stanmack.morrison@icloud.com> wrote:

>

> Dear Gene,

> Coach Meyer is incredibly fortunate to have the finest Director of Intercollegiate Athletics in the NCAA to turn to. If ethics, wisdom and truth still count, he could not be in better hands.

> "THE TWO MOST IMPORTANT DAYS IN YOUR LIFE ARE THE DAY YOU WERE BORN AND THE DAY YOU DISCOVERED WHY."

> Mark Twain

> Love to you and Sheila.

> "116". Stan

>

> Sent from my iPhone



**From:** "D1.ticker" <matt@d1ticker.com>  
**Sent:** 8/4/2018 8:35 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** D1.ticker - News from Friday, August 3, 2018

---

D1.ticker - Eliminate the barrage of articles & time-consuming searches. Efficient D1 athletics news in a daily email.

**D1 jobs:** New opportunities below at **UIC**, **Kentucky (x2)** & **Purdue**. [Post your team openings here.](#)

As you likely know, **Ohio State** FB HC Meyer released a statement, says he's always reported incidents & information through the proper channels. About his comments at **Big Ten Media Days**, "My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions." ([link](#)); Former AC Smith was on multiple media outlets yesterday, indicates both Meyer & Bucks AD Smith knew about police investigations. Also of note, "I never hit her, I never got arrested, I never got charged. I never did anything to physically harm her." ([link](#))

+ **SI** legal expert McCann digs in on Meyer's letter/statement, says Meyer is clearly communicating to the university he'll sue if he's fired for cause & is passing the buck to others at the institution. Despite the "not adequately prepared" comment, McCann says, "...misleading journalists does not match any of the conditions in his employment contract that would empower the school to fire him with cause. In other words, Meyers admitted to the one kind of misconduct that doesn't undermine his legal position. This was surely by design and reached in consultation with his attorneys." More. ([link](#))

+ Really interesting pod with **The Athletic's** Deitsch & soon-to-be **Stadium** headliner McMurphy on the process behind his reporting on the development. McMurphy notes how he requested police reports through open records request & simply went where the story took him. Gained the trust of Courtney Smith & subsequently spent three days with her in Columbus. Says he's proud the story doesn't include a single unnamed source. Also talks through his departure from **ESPN**, yet why he chose to go on the Worldwide Leader to interview with some notable personalities once the news broke. Pretty much a must listen if you have 45 minutes or can do the whole 1.5x or 2x thing with podcasts. ([link](#), [link](#))

10 years, \$58M. Those are the main extension points between **Clemson** & **Nike**. Further, annual cash goes from \$115K to \$400K, co-branded royalty rate from 11% to 14%, "The new agreement provides that Nike's marketing team and Clemson's Creative Solutions team meet annually to collaborate on innovative projects that promote the two brands." Tigers AD Radkovich: "Our brand has grown exponentially in recent years, and this continued partnership will enhance the 'Power of the Paw' moving forward." Nike Brand Marketing Specialist Lulay: "The Clemson brand is amazing. Clemson is like the North Star or the gold standard from the branding and marketing standpoint in how they take our product and bring it to life." Official store wide open with new apparel, of course. ([link](#))

**Purdue** lands a \$10M gift, the largest in Boilermaker history, from '72 grad & former marketing CEO Buell. The MBB HC position in West Lafayette will be renamed in Buell's honor, starts with \$1M, will grow over time & could end up growing to more than \$10M. Here's the real crux, "If Painter is awarded a raise in the future as part of a contract extension, or if a market correction is needed to keep his salary in line with the rest of the **Big Ten Conference's** top coaches, the interest accrued on the endowment can go to that." If the cash doesn't end up needing to be used in that way, it can be directed to other "emergent" needs. Buell points to his respect for current Boilers MBB HC Painter, "I'm a very blessed guy, I am a very faithful guy, and I'm going to give back to the place that got me where I am." ([link](#))

**Texas** boss Del Conte touches on a number of topics with members of the Associated Press Sports Editors. The situations at **Ohio State** & **Michigan State**, "...news broke this week and the first thing I did today right afterward was get our **Title IX** training, put all that stuff in a compilation email and send that right back out to our staff. We constantly train and educate, but it's no different." Points to Women's athletics as key to "accentuating" the Longhorns brand across the country. Sports gambling, "The key is how it's implemented and enforced. It would be a farce for me to say, 'Oh, can't do that' when 35 states already have casinos and there's off-shore betting. The judge ruled, and now we have to figure out how it's going to be implemented." Not sure where he stands on mandatory injury reports yet, says he "hasn't dug deep enough." Sounds like 10K might be the right size for a new hoops arena. A bit more. ([link](#))

**Kentucky** AD Barnhart during FB's media day on the topic of sports gambling, "I think that there's been gambling on sports for a long time to be real honest with you, legal and illegal. This changes the game. I think that there's concern, to be honest with you, and I think in — patience, moving cautiously into this area, has a lot of merit. There's going to be a lot of

conversations nationally about, we must do these things to ensure. I think some of those things we've been doing on our own. [...] Once the Genie is out of the bottle, it's really hard to get it back in. So let's make sure what we do, we do it with real intelligence and real pause, if you will. There's not 50 states legalizing gambling right now and there's not — obviously there's some changes that have occurred. It's now different. But I think we need to be really cautious and not race to a new spot without real thought." ([link](#))

The Tennessean's Sparks goes in on, "How Vanderbilt administrators undercut fundraising for football stadium." Thesis: Athletics development officers weren't allowed to contact projects that were already in the pipe of VU's \$600M capital push. Sparks also says the **National Commodore Club** leadership - assume he's pointing to Assoc. AD for Development Carter - is moving across campus to work out of the same space as university fundraisers, which looks to be the only such arrangement in the SEC. Commodores AD Williams reiterates his desire for new digs, as long as they're done within the university's "framework." ([link](#)); The Tennessean's Rexrode responds, "The sources themselves are a key part of this story. Their eagerness tells us how frustrating this has become within the Vanderbilt athletic department. No one is suggesting Vanderbilt should come within five chocolate waterfalls of the binge impulse that guides the other 13 SEC schools in their quests to win at football. It's rather hypocritical to rail against the ludicrous spending in college sports and then hammer a university that has loftier priorities and earns the right to use the term 'student-athlete.' But you can't be in this league and be this disconnected from competitive basics, this dismissive of fans. There has to be some balance here." Rexrode implores Williams to lead the way, calls the alumni base a "goldmine," points to major facility upgrades at Duke & Northwestern. ([link](#))

Hard not to keep an eye on **DAZN** these days after the addition of former **ESPN Prez Skipper**. The global streaming service launched in **Italy** on Thursday & will carry **PSG-Manoco** today, then **114 Serie A** matches over the next three seasons. DAZN also has **Ligue 1 & La Liga** packages, as well as **Copa Sudamericana, FA Cup & the African Cup of Nations**. CEO Rushton not bashful in saying he wants to become "the world's leading global sports broadcaster." Also, "After months in the making, we're proud to unveil a hugely compelling line-up of content, all in one place, for one affordable monthly fee and no long-term contract. Guided by our fan-first philosophy, we already have a stellar track record in our existing markets by creating a better and fairer way to watch top sport that is tailor-made for modern viewing habits." ([link](#))

*presented by [Anthony Travel](#)*

Former **Fresno State** AD Bartko set to return to **Oregon** as the Interim Director of Major Gifts for the university. Bartko: "I'm excited. It's good to get back at it. It has been a rough year and a half. I took a couple of body blows but I made it. Some people don't make it, and I made it. [...] There are a lot of people that are happy I'm back, great support. I was raised here. I was 22 when I started and a lot of these donors are my friends. They've watched me grow, and I've watched them grow. It's good to be back with people that know you and text you and call you and say, 'Hey, we're for you.' For me, that means a lot right now." ([link](#))

**Auburn** AD Greene continues building out his staff, hires **SMU** Executive Senior Assoc. AD for Administration/SWA Holland as his new Senior Assoc. AD for Student-Athlete Experience/SWA on The Plains. Holland is no stranger to the Yellowhammer State as she previously served as AD at **Alabama State** before her tenure with the Mustangs. At AU, Holland will oversee sport administration, career network & life skills, all sport performance verticals & academics. Greene calls it a "broad role." O note from Holland, "Allen and my values align and I appreciate most that he has proven to be a student-athlete centered leader in each of his previous roles." ([link](#))

An account of allegations against former **Washington** Track/Cross Country leader Metcalf straight from former student-athletes. Includes moments of inspiration for runners alongside questionable comments. One recounting, "The person that you meet face-to-face is not the real person. What he says to your face is not what he says behind your back. And you know that if he's making comments about other athletes that are your teammates, then surely he's making comments about you, too. My best friend in college, she told me later that he used to call me a 'fat lesbian' behind my back. I was engaged to a man. And I don't think you should use the term 'lesbian' in a negative way regardless." UW Senior Assoc. AD for External Relations Henderson says no accounts of misconduct by Metcalf were reported via anonymous student-athlete surveys that started in 2016. More. ([link](#))

In addition to the \$500K+ **Rutgers** paid former AD Hermann on top of what was left on her contract, **NJ Advance Media's** Heyboer does the math & over the past decade RU has doled out \$11.5M in settlements, buyouts & sabbatical monies to top university admins & coaches. In addition to Hermann's overall \$1.66M, former FB HC Floyd received \$1.4M, FB ACs = \$3.3M, former MBB HC Jordan = \$2.1M, former AD Perneti = \$1.25M, former Baseball HC Hill Jr. = \$825K are all included in the number. ([link](#))



**More Personnel:** Yahoo's Thamel points to sources, "Notre Dame associate Athletic director of football operations Chad Klunder has stepped aside and will pursue NFL opportunities. He'll still be available to ND on a consultant basis. Klunder's responsibilities included scheduling and a key role in staff hiring." ([link](#)); **UNC Asheville** AD Cone links former **UAB** interim Women's Golf HC Schneider to lead the Bulldogs' program. ([link](#))

The **Tampa Bay Times'** Baker with a long read on what he calls the "latest facilities craze: the football-only complex." 17 of 65 'Power 5' programs have opened such a building in the last five years & seven similar projects are headed toward completion, altogether costing over \$1.2B. Efficiencies of having all resources in one space is a key part of the narrative as **HOK** Director of Sports, Recreation & Engagement Appelman remarks, "It's just like **NASCAR**. We're talking about shaving a few seconds, 30 seconds, a minute with each of these little moves. But over the course of a day and over the course of a year, it all adds up."

**Kentucky** FB student-athlete Conrad says he saves an hour a day thanks to the Wildcats' **Joe Craft Football Training Facility**. There's also the angle of recruiting. **South Carolina** HC Muschamp recently noted how his brand has been upgraded with the new building set to open in December in Columbia. ([link](#))

**HBR: Quit complaining about your co-workers & speak directly to them in meetings.**  
**From organizational behavior expert Bergman:** 1) Notice the adrenaline spike; 2) Breathe & recognize your feelings; 3) What's actually complain worthy? 4) Decide where you should draw the boundary; and, 5) Follow through on improvement ideas. Part of larger piece on conflict resolution in the workplace. Bergman also works through the risks of confronting someone, "More than once I have seen someone gain the respect of everyone in the room because they were courageous enough to be direct — caringly, compassionately, and truthfully. And almost always, everyone is surprised by the offending person's response, who, almost always, was more open to the feedback than they thought. Not always. But almost always." ([link](#))

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Add **UConn** to the list of those doing solid work on the fundraising front. The Huskies produced their largest haul in the last five years at around \$5.5M. AD Benedict: "The steps we've taken have obviously brought back some positive results, which is very encouraging. But we have to strive to do more if we want to continue to compete at the highest national level." Senior Assoc. AD for Development Oblinger: "We thought it was important that we become more proactive. We needed to be in the community more, we needed to be more engaging, we needed more donor visits. And we know there is a correlation between those objectives and the rise in numbers. A different way of thinking, a different, more aggressive approach has helped." ([link](#)); Benedict also says he doesn't have a problem with former MBB star Allen speaking out on former HC Ollie. Benedict: "I don't have any problem with what Ray said. Ray needs to have a voice. This is a very important thing for him. Ray's not just a former basketball player, he's committing his time and energy to advance the university by being part of the foundation. Ray's very engaged. He's an important part of this family. I have a great deal of respect for Ray. Certainly, I respect his feelings." ([link](#))

On the heels of a FB National Championship appearance, **Georgia's** FY18 development results were another with record-setting totals. \$80.4M for the Bulldog Club. \$40.5M in major gifts & \$39.9M in annual giving campaigns. Up a sharp 43.5% from FY17 & an eye-opening 41% more than the next highest total from back in FY16. Executive Assoc. AD Borman: "This has everything to do with the passion that our donors have for the Georgia Bulldogs and the commitment they have shown to give us every opportunity to compete at the highest level. Our focus now is to keep the momentum of this success going so that we can support UGA Athletics at the same rate that our football program is excelling." ([link](#))

**New Mexico State** AD Moccia via Twitter on the debt situation in Las Cruces, "Financial update going into the FY19 year the @NMStateAgg es debt is down to \$3,167,194 we balanced our budget 8 of 10 years now! Oh this isn't including the Hai Mummie payments \$350,000 & some **Aggie Memorial Stadium** turf money still owed! Have work 2 do!!" ([link](#))

**Boise State** AD Apsey notes upgrades needed for the blue turf inside **Albertsons Stadium**. Apsey expects a full replacement before the 2019 season begins at an expected cost of ~\$1M, "We are going to find a way to do it. It's not a want. It's a need." FB HC Harsin would like the new surface to also cover the track on the edge of the ground level as players can commonly slip on the surface after going out of bounds. ([link](#))

**Binghamton** hosted the inaugural **Contemporary Athletics Issues Summit** with leaders from across the Northeast. Objective, "enhance communication and collaboration within and across athletic departments. The main components addressed were Mental Health, Substance Use, Evolution of Coach Communication and Understanding Emerging Adult Needs." BU Prez Stenger delivered the keynote, "As a university president, you learn that the good athletics brings to a



university is far better than the bad it could bring. Coaches have the ability to help guide our students down a positive emotional intelligence response path by how you react to their mistakes." ([link](#))

**Also Noticed:** Here's a draft of **Western Kentucky's** next 10-year university strategic plan. I believe the plan was approved yesterday & includes mentions of attendance increases for athletics. ([link](#)); **Georgia Tech** FB unveiled its new **Adidas** units. ([link](#)); **Maryland** FB will wear these for its season opener against **Texas** to celebrate 10 years aligned with **Under Armour**. ([link](#)); **Kansas State** adds a **Chick-fil-A** to **Bill Snyder Family Stadium**. ([link](#)); Comparative data: "MLB average attendance is currently down -5.36%. Averaging 28,693 per game compared to 30,318 at the same point last season." ([link](#))

Interested in advertising a job opening in D1.ticker? [Click here](#) to submit your position. D1.jobs is sponsored by **Turnkey** a national search firm specializing in executive level recruiting in sports and entertainment.

*(Posted from most recent over the last 30 days)*

**(NEW!) Deputy Athletics Director (University of Illinois at Chicago / Chicago, IL):** This position serves as chief operating officer and will assist the Director of Athletics in the overall management, supervision, and leadership of the athletics department. More details [HERE](#).

**(NEW!) Video Board Coordinating Producer (University of Kentucky / Lexington, KY):** Collaborate with various entities to produce engaging streamed and on-demand video content for UK Athletics.com and SEC Digital Network - enhancing the in-venue experience & sports broadcast shows. More details [HERE](#).

**(NEW!) Sports Turf Manager (University of Kentucky / Lexington, KY):** Oversee the preparation of safe, aesthetically pleasing practice & competition fields to give our student-athletes elite opportunities to succeed in their sport. More details [HERE](#).

**(NEW!) Ticket Services & Retention Rep (Purdue University / West Lafayette, IN):** Responsible for creating and executing a business sales plan to service and retain season ticket packages for Purdue Athletics. Retention of renewable season tickets via phone or face to face. More details [HERE](#).

**Assistant Athletic Director of Strategic Communications and Marketing (University of Missouri-Kansas City / Kansas City, MO):** This position will have oversight over several areas including: strategic communications, media relations, digital media, marketing promotions, branding, and fan engagement. More details [HERE](#).

**Associate Head Athletic Trainer (Brown University / Providence, RI):** Position provides medical care and health education to ensure the safety of, reduce risk of injury to, and guide the rehabilitation of Brown student-athletes under the guidance of the Head Trainer. More details [HERE](#).

**Budget Analyst - Intercollegiate Athletics (University of San Diego / San Diego, CA):** Bean Counter? Strategic thinker? We need both! Seeking a strong No. 2 in our Athletics Business Office. The Budget Analyst supports the Senior Associate AD/CFO in establishing, monitoring, and maintaining the department's budget in addition to collecting, reviewing, and analyzing data that is used in budget planning, forecasting and strategic planning processes. If you are good at math, a whiz-bang in accounting, finance or related field (CPA a plus) and not opposed to working on the most beautiful campus in America, please send email expressing interest TODAY to Senior Associate AD Dan Young: [young@san-diego.edu](mailto:young@san-diego.edu) (Yes, YouRg not YouNg!). More details [HERE](#).

**Associate Sports Information Director (Boise State University / Boise, ID):** Boise State is hiring an associate sports information director whose primary responsibility will be baseball, and will also assist with the media relations efforts for the Broncos' football team. More details [HERE](#).

**Assistant Director of Strategic Communications (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics, a Division I and Big Ten Conference member, is seeking a highly qualified candidate to fill the position of Assistant Director of Strategic Communications. More details [HERE](#).

**Senior Associate/Associate Athletic Director for External Affairs (Drake University / Des Moines, IA):** Position will join the athletics department senior staff while serving as the lead fundraiser for the department and having oversight of all external relations areas. Provides sport supervision. More details [HERE](#).

**Assoc. Athletic Director - Communications (Clemson University / Clemson, SC):** Clemson University is looking for Assoc. Athletic Director - Communications in Jervy Athletic Center. To apply and view full details, please visit <http://www.Click2Apply.net:nywtb9qg?m5zz>. More details [HERE](#).

**Director of Marketing (University of New Mexico / Albuquerque, NM):** UNM Athletics Marketing department is seeking a Director of Marketing to will assist with the day-to-day marketing and promotions of assigned programs working directly with our basketball programs. More details [HERE](#).

**Account Executive (Home Team Sports / San Diego, CA):** The Account Executive (AE) will develop, sell, and manage all aspects of fully integrated corporate sponsorships for San Diego State University (SDSU) Sports Properties. More details [HERE](#).

**Senior Associate Athletic Director for Academic Support (University of Mississippi / Oxford, MS):** This position coordinates the facets of assisting and counseling student athletes with academic requirements in compliance with NCAA, SEC, & University academic eligibility & graduation requirements. More details [HERE](#).

**Associate/Sr. Associate Athletic Director for Student Success & Compliance (Winthrop University / Rock Hill, SC):** Under the direction of the Director of Athletics, the Associate/Senior Associate Athletic Director for Student Success & Compliance serves as a member of the Athletics Department senior staff. More details [HERE](#).

**Assistant AD/Director of Strategic Communications (University of San Diego / San Diego, CA):** Are you interested in working on the most beautiful college campus in America? We are looking for a Difference Maker to share the special story of the University of San Diego Toreros. If you are a talented strategic thinker, writer, videographer, graphic designer, or otherwise supremely talented communications professional, and can help move the needle in driving engagement, attendance, revenue generation, recruiting, etc., email Marcy Lanoue at: [mlanoue@sandiego.edu](mailto:mlanoue@sandiego.edu) TODAY. We're moving fast and you must enjoy sunshine! More details [HERE](#).

**Athletics Annual Fund Coordinator (California State University, Bakersfield / Bakersfield, CA):** The Athletics Annual Fund Coordinator manages the Roadrunner Scholarship Fund through the identification, cultivation, solicitation, and stewardship of donors and prospects. More details [HERE](#).

**Program Manager - Athletics Ticket Sales & Services (Texas Tech University / Lubbock, TX):** Assist in the development of new ticket marketing growth programs and initiatives; manage & update sales records using Ticket System/Salesforce on a daily and weekly basis. Req# ID 14848. More details [HERE](#).

**Athletic Business Operations Manager (Winthrop University / Rock Hill, SC):** Reporting to the Senior Associate Athletic Director for Internal Operations, the Business Operations Manager executes the athletics business office and departmental business functions. More details [HERE](#).

**Athletics Development Officer (Utah State University / Logan, UT):** The position is responsible for achieving identified goals and objectives established by the Deputy Athletics Director / Assistant Vice President in coordination with the... More details [HERE](#).

**Associate Athletic Director for Business Operations (Texas State University / San Marcos, TX):** This position will manage financial and human resources operations, coordinate strategic planning, and oversee administrative and/or operational projects for the Department of Athletics. More details [HERE](#).

**Assistant Athletic Director - Marketing/Promotions (Middle Tennessee State University / Murfreesboro, TN):** The Assistant Athletic Director Marketing and Promotions will work on the immediate and long range marketing sales efforts for the athletic department. More details [HERE](#).

**Assistant Director of Athletics for Student-Athlete Development & Welfare (College of the Holy Cross / Worcester, MA):** The AD is responsible for creating and implementing a series of programming to emphasize and improve the student-athlete experience and welfare. Master's degree preferred. More details [HERE](#).

**Assistant/Associate Director, Athletics Communications (Boston College / Chestnut Hill, MA):** Boston College Athletics is accepting applications for the position of Assistant/Associate Director, Athletics Communications. This position will serve as the media contact for the men's hockey team. More details [HERE](#).

**Head Women's Lacrosse Coach (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution and member of the Mid-American Conference is currently accepting application for the position of Head Women's Lacrosse Coach. More details [HERE](#).

**CD Henry Internship (Big Ten Conference / Rosemont, IL):** The intern will work in several areas of the office including sports administration, championships, football and basketball operations and special research projects. More details [HERE](#).

**Associate Athletics Director for Communications (Vanderbilt University / Nashville, TN):** The Associate Athletics Director of Communications is responsible for leading the department's communications efforts in alignment with institutional-level strategies and tactics to advance Vanderbilt. More details [HERE](#).

**Coordinator of Baseball Operations (Long Beach State University / Long Beach, CA):** This position provides administrative support to the Baseball program. Must apply online at [www.csulb.edu/employment](http://www.csulb.edu/employment) to be considered. More details [HERE](#).

**Executive or Sr. Associate Athletics Director for Academics and Student Development (University of Georgia Athletic Association / Athens, GA):** Member of UGA Athletics Senior Management Team. Responsible for oversight and management of academic success and academic support services for student athletes participating in 21 sport programs. More details [HERE](#).

**Assistant Athletic Director (University of Georgia Athletic Association / Athens, GA):** Responsible for efficient and effective operation of the Athletic Association's human resources unit. Establish and implement HR efforts that effectively communicate and support our mission and vision. More details [HERE](#).

**Director of Development - Premium Seating/Major Gifts (University of Wisconsin / Madison, WI):** This position will work as a member of the Athletic Development Office team with specific responsibility for developing, implementing and evaluating the premium seating program. More details [HERE](#).

**Associate Director Athletics Ticket Analytics and Database Management (Texas Tech University / Lubbock, TX):** Assist in management of the overall day-to-day database maintenance and administration for both Paciolan ticketing and Salesforce CRM software; maintain forecasting models. Req#ID 14783. More details [HERE](#).

**Creative Services Coordinator (University of North Carolina at Charlotte / Charlotte, NC):** This position is responsible for consulting, creation, designing, delivering wide variety visual graphic art products for all sports teams. The products include but are not limited to: individual team posters, schedule cards, promotional items, billboards, recruiting materials, public relations material and social media content. More details [HERE](#).

**Tennis Coordinator of Officials (Big Ten Conference / Rosemont, IL):** Assign officials for all men's and women's Big Ten tennis conference matches while acting as a liaison between the NCAA, ITA, member institutions' tennis coaches and officials. More details [HERE](#).

**Assistant Director of Digital Communications - Social Media Strategy (NCAA / Indianapolis, IN):** Manage various outreach efforts of the NCAA's main communications office, assisting in the Association's social media efforts and other communications efforts as defined by the managing director of external affairs and director of digital communications. More details [HERE](#).

**Assistant Director of Athletics Communications (University of Notre Dame / South Bend, IN):** Join the Communications arm of Fighting Irish Media, which aims to engage and connect student-athletes, fans and alumni to Notre Dame. More details [HERE](#).

**Feature Content Specialist, On-Air Talent (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking a



candidate for a Feature Content Specialist and On-Air Talent. Typically requires a Bachelor's degree or higher plus four years of related experience. More details [HERE](#).

**Senior Associate Athletic Director (University of North Carolina at Chapel Hill / Chapel Hill, NC):** The University of North Carolina at Chapel Hill Department of Athletics is seeking applications for a Senior Associate Athletic Director for Student Athlete Health, Well Being and Program Outreach. More details [HERE](#).

**Assistant Athletic Director- Compliance (Rice University / Houston, TX):** This position is responsible for managing, developing, and implementing all aspects of the department's compliance program and the day to day operations of the compliance office. More details [HERE](#).

**Assistant Director of Marketing (Northwestern University / Evanston, IL):** Responsible for oversight of select sports. This position facilitates the creation & execution of strategic plans supporting brand awareness, ticket sales & other revenue-generating initiatives. More details [HERE](#).

**Head Coach - Women's Tennis (Middle Tennessee State University / Murfreesboro, TN):** Oversee all aspects of the University's NCAA Division I Women's Tennis program at Middle Tennessee State University. More details [HERE](#).

**Director, Athletics Advancement (Florida Gulf Coast University / Fort Myers, FL):** The Director, Athletics Advancement identifies, qualifies, cultivates, closes and stewards gifts from current and prospective donors for both Athletics and the FGCU Foundation. More details [HERE](#).

**Assistant Director of Annual Giving (Auburn Athletics / Tigers Unlimited / Auburn, AL):** This position will develop, coordinate, and implement programs, services, and fundraising activities aimed at raising awareness and advancement of Athletics development initiatives. More details [HERE](#).

**Associate/Assistant Athletic Director for Sports Medicine (Virginia Commonwealth University / Richmond, VA):** VCU Athletics invites applicants for an Assoc. Asst. AD for Sports Medicine who will be responsible for the direction and development of the entire Sports Medicine program. Sport assignment is MBB. More details [HERE](#).

**Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Director of the Mocs Club provides primary leadership for athletics annual fundraising efforts, specifically to increase Mocs Club membership and increase unrestricted giving to UTC Athletics. More details [HERE](#).

**Associate Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Associate Director will assist with athletics annual fundraising efforts, manage all aspects of the C Club, UTC's Letterwinners organization, and provide stewardship to all donors to UTC Athletics. More details [HERE](#).

**(NEW!) Athletics Development Coordinator (Boston University / Boston, MA):** This position is a key member of the Athletics Development staff, assisting the department toward its \$50 million goal as part of the \$1.5 billion goal in the Campaign for BU. More details [HERE](#).

**COORDINATOR OF WOMEN'S BASKETBALL OPERATIONS & PLAYER DEVELOPMENT (Middle Tennessee State University / Murfreesboro, TN):** The Coordinator of Women's Basketball Relations and Player Development will work directly with the Head Coach and the Director of the Academic Enhancement Center and assist with administrative aspects. More details [HERE](#).

**Head Coach, Women's Tennis (Brown University / Providence, RI):** This position is responsible for all aspects of the Women's Tennis program. The Incumbent also maintains positive relations with alumnae and friends groups. More details [HERE](#).

**Assistant Athletic Director, Creative and Digital Media (University of Oregon / Eugene, OR):** This role is responsible for leading and executing creative branding, digital, and social media strategy for Oregon Athletics. Building brand awareness and positive messaging for fans and constituents. More details [HERE](#).

**Athletics Business Manager (University of Louisville Athletic Association / Louisville, KY):** The Athletics Business Manager is responsible for oversight of the business operations of the U of L Athletic Department including budget, finance, accounting, travel, accounts payable/receivable, etc. More details [HERE](#).

**Director of Athletics Compliance (University of North Texas / Denton, TX):** Oversees the day-to-day compliance activities to meet NCAA, Conference USA, and University of North Texas requirements. Directs, addresses, and follows up on eligibility records for student athletes. More details [HERE](#).

**Assistant Director of Marketing (University of Louisville Athletic Association / Louisville, KY):** The Assistant Director of Marketing position serves as the marketing director and game director for all assigned Olympic sports for the University of Louisville Athletic Department. More details [HERE](#).

**Athletic Academic Advisor, Student Athlete Services (James Madison University / Harrisonburg, VA):** Assist the Associate AD for Student-Athlete Services in the organization, coordination and implementation of academic support services for student-athletes. More details [HERE](#).

**Head Coach, Womens Gymnastics (San Jose State University / San Jose, CA):** The Gymnastics Head Coach will report directly to the Senior Associate Athletics Director. Teach, motivate, and recruit student athletes. Details apply: [http://www.sjsu.edu/hr/careers/job\\_id/24643](http://www.sjsu.edu/hr/careers/job_id/24643). More details [HERE](#).

**Head Baseball Coach (#11012) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution, is currently accepting applications for the position of Head Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Baseball Coach (#11015) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution is currently accepting applications for the position of Assistant Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Coach 1 - Hitting (Middle Tennessee State University / Murfreesboro, TN):** Assist the Head women's softball coach organize and administer all aspects of our NCAA Division I women's softball program. More details [HERE](#).

**Assistant Director of Ticket Operations (Army West Point Athletic Association / West Point, NY):** Responsible for assisting the Director of Operations, Army A Club with the overall operation of the Army A Club. More details [HERE](#).

**Director of Compliance for Eligibility/Assistant Director of Compliance for Eligibility (University of Michigan Athletic Department / Ann Arbor,**



**MI):** This position will assist in a number of areas related to eligibility and recruiting and will have primary responsibility for managing the continuing, transfer, and initial eligibility process. More details [HERE](#).

**Director, Digital Media Strategy & Content (Mountain West Conference / Colorado Springs, CO):** The Mountain West is accepting applications for its Director, Digital Media Strategy & Content. The successful candidate will design & implement the digital media strategy for the Conference. More details [HERE](#).

**Athletics Marketing Coordinator (Eastern Michigan University / Ypsilanti, MI):** Assist with efforts to coordinate and implement marketing strategies to increase student attendance and engagement at home athletic events, and bring program visibility and awareness at home games. More details [HERE](#).

**Assistant Director of Group Sales (Baylor University / Waco, TX):** The Assistant Director of Group Sales is responsible for providing ticket sales assistance for the Department of Athletics as well as ensure group experience fulfillment. More details [HERE](#).

**Head Coach, Women's Softball (Quinnipiac University / Hamden, CT)** In this position, you will be responsible for total program management, including coaching, administration, recruitment and coordination of a collegiate women's softball program. More details [HERE](#).

**Head Women's Tennis Coach (University of Southern Mississippi / Hattiesburg, MS):** Head coach of the Southern Miss Women's Tennis program. Candidate will be responsible for coaching, recruiting, and overall operation and performance of Women's Tennis at Southern Miss. More details [HERE](#).

**Assistant Women's Lacrosse Coach (Quinnipiac University / Hamden, CT):** The assistant coach will engage in sport-specific coaching, recruitment, and student-athlete development with the women's lacrosse program. More details [HERE](#).

**Assistant Athletic Director – Marketing and Fan Experience (Air Force Academy Athletics Corporation / Colorado Springs, CO)** Works closely and collaboratively with AFAAC CEO and Associate Athletic Director for External Relations to develop an external vision for the department, which includes social media strategy, advertising campaigns, promotional schedules and marketing plans. More details [HERE](#).

**Assistant Athletic Director for Communications (Ohio University / Athens, OH):** Administer all components of sports information for Ohio University's 16 sports, to include the communication and distribution of sports related information to local, regional and national media. More details [HERE](#).

**Assistant Director for Athletics Communications (University of North Texas / Denton, TX):** UNT hiring for Assist Director-Athletics Communications. Resp. developing promotional & publicity strategies for dept. Digital & social media, dept website & traditional media relationship cultivation. More details [HERE](#).

**Assistant Director of Athletics for Compliance (College of Holy Cross / Worcester, MA):** Responsible for managing an NCAA Division I rules compliance program and enhancing a culture of compliance. Master's Degree or J.D. preferred. NCAA rules and regulations required. More details [HERE](#).

**Director of Athletic Marketing (Stony Brook University / Stony Brook, NY):** The Director of Athletic Marketing will support the Assistant AD Athletic Marketing in the development and execution of a comprehensive marketing plan for the Department of Athletics. More details [HERE](#).

**Financial Aid Coordinator - Athletics (University of North Texas / Denton, TX)** UNT is hiring for a Financial Aid Coordinator. Resp. day to day financial aid compliance, assist drafting & submitting waivers. Coordinate all financial-aid related activities for student athletes. More details [HERE](#).

**Assistant Director of Enforcement – Basketball Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in men's and women's basketball recruiting environments. More details [HERE](#).

**Assistant Director of Enforcement – Football Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in and knowledge of the football recruiting environment through monitoring, investigation, and outreach. More details [HERE](#).

**Assistant Director of Enforcement – Investigations and Processing (NCAA / Indianapolis, IN):** This position is responsible for investigating and processing potential violations of NCAA legislation, compiling and evaluating evidence of infractions, and drafting necessary submissions. More details [HERE](#).

**Assistant Director, Administration (Mississippi State University / Starkville, MS):** Plans, organizes, and facilitates activities for Director of Athletics and Department of Athletics Administration. More details [HERE](#).

**Account Executive-Corporate Partnerships (Peak Sports MGMT / Multiple Cities):** Position is responsible for, but not limited to, supporting their respective property in areas of game-day and event operations, activation, fulfillment, marketing, office and administrative support. More details [HERE](#).

**Associate Director, Athletic Facilities & Recreation (Babson College / Wellesley, MA):** The Associate Director is responsible for the management and daily operations of all athletics facilities, including daily and event operations, scheduling, security and programming. More details [HERE](#).

**Associate Athletics Director for Compliance (Vanderbilt University / Nashville, TN):** Responsible for daily management of the University's compliance efforts in intercollegiate athletics, including the education and enforcement of NCAA and Conference rules and regulations. More details [HERE](#).

**Assistant Commissioner for Compliance and Governance (America East Conference / Boston, MA):** Position is responsible for the conference's compliance program, student-athlete academic programs as well as NCAA legislation and governance strategy. More details [HERE](#).

**Digital Media Coordinator (Campbell University / Buies Creek, NC):** Responsible for assisting in all facets of athletics video, digital and social media. More details [HERE](#).

**Marketing & Events Assistant (Dartmouth College / Hanover, NH):** Successful candidate will assist in the creation and implementation of marketing plans for Dartmouth's ticketed sports. More details [HERE](#).

**Director of Football Gameday Operations (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking applicants for a Director of Football Gameday Operations to direct all aspects of Penn State Football game day. Please apply online: [apptrkr.com/1253429](#). More details [HERE](#).

**Head Women's Golf Coach (University of Oregon / Eugene, OR)** This position is responsible for the management and administration of all phases of the women's golf program in a manner that upholds the philosophy and objectives of the Oregon Athletic Department. More details [HERE](#).

**Assistant Coach, Women's Soccer (UNC Wilmington / Wilmington, NC)** The Assistant Coach, Women's Soccer, assists the Head Coach in providing leadership for a NCAA Division I soccer program. Assist with all aspects of the women's soccer program. More details [HERE](#).

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**From:** "Kyle Rowland" <krowland@theblade.com>  
**Sent:** 8/3/2018 5:08 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Urban

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Hi Gene,

I have a few questions regarding Urban Meyer's statement. Any chance I can call you?

Thanks.

-Kyle

**From:** "D1.ticker" <matt@d1ticker.com>  
**Sent:** 8/3/2018 3:55 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** D1.ticker - Top 10 Most Read

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**#10: n follow-up to his reorganization moves late last week, Arkansas AD Yurachek, "I want to be clear that I don't think the department was broken when I got here. I think Jeff had done some really, really good things in his leadership of this athletic department during his tenure. What I'm looking to do now is take this department to the next level. I think we have the people in place here that can help us do that. [...] I really come in with a blank canvas and give everyone a chance to prove themselves and understand how the department is going to be set up. It's never really been my style to come in and say, 'Hey, I've got to have this person from my past in this role.'" A bit more. ([link](#))**

**#9: Yahoo's Forde has highlighted 40 things to know about the 2018 FB schedule, with observations ranging from field surface to coaches who may find themselves on the hot seat. Regarding the latter, Forde contends that North Carolina HC Fedora may be one of the first to receive scrutiny should UNC struggle in its first two games, both on the road against Cal and East Carolina, respectively. Forde also points out that this will mark the first time in 20 years that Michigan will have started and ended the season with true road games. The Wolverines open against Notre Dame and close with Ohio State. Speaking of true road games, Iowa, Illinois and Auburn will go the deepest into 2018 without facing an opponent away (all three play on the road October 6). Also of note, BYU and Utah will end the season with the Holy War for the first time since 2010. Lots more. ([link](#))**

**#8: Deepest condolences to the Miami (FL) family as the son of Baseball AC Arteaga passed away in a tragic car crash. ([link](#))**

**#7: This is probably worth a read by all of your student-athletes: "How Twitter Has Become NFL Locker Room Poison." It's penned by former Tennessee student-athlete & Dallas Cowboys standout Witten. Witten: "A player checking Twitter at halftime? I've seen it. A player tweeting out a grievance with an organization about playing time or how he is being utilized? I see it far too often. But the most concerning? Watching a really talented player corrupt his mind and confidence by reading all the critiques from anonymous football experts around the world. Negative social media can ruin a player. Reading your mentions? It's poison." Another key passage: "One of my favorite examples of team leadership comes from Derek Jeter and the Yankees. If Mariano Rivera didn't like the hustle or effort from an infielder, he would tell Jeter, 'Get your second baseman right.' Jeter would handle it. The best locker rooms that I have been in didn't let the noise creep in ... or out. We would handle it internally. If you're engaged in social media, it can become impossible." More. ([link](#))**

**#6: New Oakland AD Waterfield's initial contract is good for three years at \$237K a pop. Former Grizzlies boss & current Northeastern AD Konya was at \$210K & Waterfield was making \$222K in his Executive Assoc. AD post at Nebraska. Like Konya, Waterfield does not have any bonus opportunities, but will receive a \$750 per month automobile stipend. There's also this, "There is no buyout on Waterfield's contract, though he can't discuss employment with other NCAA institutions without first notifying Oakland University officials. If he's fired without cause, he's eligible for severance; with cause, he's not." Looks like an Ohio State administrator & "a sitting athletic director from the south" were the other two finalists in the OU search. ([link](#))**

**#5: Maryland has named Sorem deputy AD, taking over a similar set of responsibilities to**



those handled by AD Evans before his ascension to the top spot. Evans called Sorem a "rising star" and said he's "confident that her innovative thinking and passion for Maryland will lead to great success." ([link](#))

**#4: No Ohio State** FB coaches, staff or student-athletes will be talking to the media until at least next week. **Big Ten** Commish Delany also cancelled a scheduled panel conversation with **ESPN's** Steele. ([link](#), [link](#)); The university has formed a working group to look into the situation surrounding HC Meyer. Includes current OSU trustees, but also the likes of former acting U.S. Deputy Attorney General Morford. ([link](#)); **Bob Evans** suspends its relationship with Meyer after he took on the title of "Head Breakfast Coach" just a few days ago in an endorsement deal between the two parties. ([link](#)); Also...  
+ **Yahoo's** Thamel talks to experts, says seven questions with decide Meyer's fate: 1) What does 'paid administrative leave' mean; 2) What factors will investigators look at?; 3) What will the timeline be?; 4) What was Urban Meyer obligated to report?; 5) What are the 'looming Title IX' issues?; 6) What are Shelley Meyer's Title IX obligations?; and, 7) Is OSU at risk of a Title IX lawsuit from Courtney Smith? ([link](#))  
+ **NYT's** Tracy: "Urban Meyer and the New Era of College Football: Winning Isn't Everything" ([link](#))  
+ **WSJ's** Gay: "Urban Meyer and the God Complex in College Sports" ([link](#))

**#3:** Here's some of the text exchange between **Arizona State** Swim boss Bowman & a former Olympian that's been in the spotlight. Part of the thread includes another coach, former national team assistant Hutchinson, who is under investigation by the Department of Homeland Security stemming from another situation, chiming in using Bowman's phone. Bowman: "The exchange was inappropriate, which is why I apologized for all of it. [...] ...nor should I have allowed any other individuals to communicate through my device, which is what I expressed to her when I apologized to her in a follow up phone conversation. I am deeply sorry for what occurred, have learned from all of this, and am grateful for the good relationship we have today." Updated from the university, "ASU can't comment during an ongoing review." ([link](#))

**#2: Big news in the search space as industry veteran Young Staudt slides over the join Ventura Partners as Managing Director of its Sports & Entertainment practice & will open a new office in Phoenix.** Ventura's Chatlos: "We are thrilled to have someone of Katy's experience and respect on our team. Katy leads discrete, highly confidential searches, and treats candidates with respect, transparency and class—pillars of our practice at Ventura Partners. We are immediately a stronger team with her addition and I cannot wait for her to get started." A number of ADs chimed in positively on the move. ([link](#))

**#1:** "(Athletic director) Gene (Smith) and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter." That's **Ohio State** FB HC Meyer late Thursday afternoon as former **ESPN** headliner McMurphy broke open the story of former OSU FB AC Smith's troubling history of alleged domestic abuse. More from the institution, "The university is conducting an investigation into these allegations. We are focused on supporting our players and on getting the truth as expeditiously as possible." ([link](#)); Here's McMurphy's initial piece, which includes pictures & text messages involving Courtney Smith, Shelley Meyer & other wives of OSU FB staffers. ([link](#)); Smith did an exclusive interview with **Stadium**. ([link](#) - video); Also...  
+ **Yahoo's** Wetzel points to two key questions: 1) What did Shelley Meyer tell her husband?; and, 2) If Ohio State did investigate this situation, why did it not include Smith, which is a central claim of hers? In closing, "This is all on just day one of a story that shook Columbus to its core. Don't expect Bricker Hall to be any less tense on Thursday. What comes next could be far worse. Meyer may be on his way out. It's quite possible he won't be alone." ([link](#))  
+ **The Athletic's** Auerbach, in addition to saying Meyer needs to be held accountable, "There are fundamental problems in the way allegations of violence are handled in college sports. There have been breakdowns in existing reporting processes, failures by Title IX departments and even instances of coaches pressuring victims to recant allegations. Colleges and their athletic departments are often tasked with handling serious allegations and serious crimes, though they are not always well-equipped to do so. What needs to change is what happens when they are reported." ([link](#))  
+ **USA Today's** Wolken: "Make no mistake: If Urban Meyer was covering for a serial abuser on his staff, he cannot stay at Ohio State. That's not even controversial or worth arguing." ([link](#))  
+ **CBS Sports' Dodd:** "We must presume innocence, of course. But if the school's investigation finds that Meyer indeed knew of Zach Smith's alleged long-term abuse and didn't act upon it himself before last week when he fired Smith, it must be considered that his career as a major-college coach could be over. What self-respecting athletic director or president could look at his wife and tell her he was considering hiring Meyer?" ([link](#))  
+ **ESPN's** Rittenberg: "Title IX language in Urban Meyer's newest contract is notable, but his obligation to report domestic violence allegations involving a non-university employee (Courtney Smith) is unclear. If it's like **Colorado**/Joe Tumpkin situation, he might not have legal obligation to protect." ([link](#))  
+ **USA Today's** Berkowitz: "A termination for cause could end up costing Meyer close to \$40 million. He is set to make \$7.6 million for this season and is due automatic annual raises under deal that would expire after 2022 season." ([link](#))  
+ **Sports Illustrated** legal expert McCann dives in, "...by placing Meyer on paid leave, Ohio State avoids the potential legal pitfall of financially harming Meyer before making substantive determinations against him. If the university doesn't give Meyer a fair shake—such as by punishing him before finding him at fault—he could argue in court that he was denied due process. In that same vein, Ohio State placing Meyer on paid leave ensures the school doesn't unwittingly give him an opportunity to seek a court injunction to return to work." More. ([link](#))



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**From:** "Kevin Anderson" <kbagaterhof@gmail.com>  
**Sent:** 8/3/2018 1:53 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Praying for you

---

Gene  
My thoughts and prayers are with you and the program. Stay strong my friend and keep the faith.  
Kevin  
Sent from my iPhone  
Kevin B. Anderson

**From:** "Hamilton, Ann" <hamilton.847@osu.edu>

**Sent:** 8/3/2018 3:31 PM

**To:** "Emig, Jerry" <emig.2@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** FW: Tweet

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**Urban Meyer** • @OSUCoachMeyer · 1m

Family and the university community that I love so dearly.

When I stand before the 105 young men in our football program and talk about core values and doing the right thing and respecting women. It is not lip-service. I genuinely believe that we have an obligation to help develop the young men in our charge into positive change agents and that responsibility rests with me.

Over the past several days, I have been portrayed as being indifferent to domestic violence and as someone who did not take appropriate action, when warranted. While over three decades of coaching I have learned to ignore how others define me. I do feel it necessary to share the truth with the Buckeye family.

Here is the truth: While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And, I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false.

The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident than now. My words, whether in a reply to a reporter's question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate. Unfortunately, at Big Ten Media Days on July 24<sup>th</sup>, I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions.

I understand that there are more questions to be answered and I look forward to doing just that with the independent investigators retained by the University and I will cooperate fully with them. At the appropriate time, I will also address the questions and speculation in a public forum. But for now, out of respect for the ongoing inquiry, I will refrain at this time.

Please know that the truth is the ultimate power and I am confident that I took appropriate action. As I stated above, I deeply regret if I have failed in my words. As the son of an amazing woman and the husband to another and, as the father of two incredible young women, those who know me best know the admiration and respect I have for all women. Our core values are just that—values that do not ever waiver.

I ask that you continue to support the incredible coaches and student-athletes in our program, and I look forward to rejoining them soon.

Sincerely,



6



14



<https://twitter.com/OSUCoachMeyer/status/1025477101779075072>

Dear Buckeye Nation:

My heart is heavy today as I witness the toll that events of the past week have taken on the Buckeye Family and the university community that I love so dearly.

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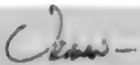
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Sincerely,

A handwritten signature in black ink, appearing to read "John Smith", is located at the bottom left of the page. The signature is written in a cursive, flowing style.

**From:** "College Athletics Clips" <nick@collegeathleticsclips.com>  
**Sent:** 8/3/2018 2:39 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Ohio State: Save the Brand or Save the Coach?

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Dear Eugene,

Greetings from the Clips Independent Investigation Ship. Hope you are well.

Yes, this is the third Clips eFlash that has been issued in less than 48 hours, but the Urban Meyer story has hijacked college sports news. Due to the attention being paid to the Urban Meyer situation has resulted in a greater frequency of Clips coverage.

The *new* news (as of now, Friday @ 2:45pm) is the conjecturing and posturing and complaining about the "independent board and working group" that is being formed in Columbus.

Sports Illustrated's legal expert Mike McCann wrote two great articles, one of them just a couple of hours ago. Mike provides a lawyerly—but nevertheless quite understandable—thought process in which he says that Ohio State University was very smart to have called in an independent board.

Earlier this morning, when I sent out a riveting and award-worthy Clips eFlash (cleverly titled *The Investigation and Judgment of Meyer's Leadership Has Begun*), I included a survey to tap in to special savvy of Clips' awesome subscriber base.

Mind you, these quick-and-dirty surveys would not pass the smell test in more scientific settings, but they are nevertheless a decent, quick read about what D1 athletics administrators think.

Also the relatively small sample size and the clumsily worded questions yield results and conclusions that are more, ah, "directional" than they are conclusive.

We asked two questions:

1-*If it is found that Coach Meyer did indeed know what he said he did not know (i.e.-that there was spousal abuse going on), should he be fired?"*

2-*"If Meyer get fired, should it be 'for cause'and thus he would be denied the remaining \$38 million in his contract?"*

We randomly selected 243 of our subscribers, and got back 110 responses. The 110 responders included ADs, Sr/ AssocAssoc/Asst ADs, conference executives, Presidents, compliance people, SIDs, etc.

For question one, "Should he be fired if he knew"

Yes . . . 65

No . . . 31

No response: 14

For question two, "If he gets dismissed, should he get the remaining \$38 million on his contract?"

Yes . . . 40

No . . . 56

No response . . . 14

Take it away Mike McCann . . .



## Setting Expectations for the Group Responsible for Investigating Urban Meyer

*By Michael McCann, SI.com, 8-3-18*

**In the latest development** over whether Urban Meyer satisfied his legal and contractual duties to notify Ohio State administrators about domestic violence allegations against former assistant coach Zach Smith, the Ohio State University Board of Trustees on Thursday announced that it was convening an “independent board and working group” to investigate how the university responded to the allegations. The board will include two prominent legal figures—former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart—as well as former Ohio Speaker of the House Jo Ann Davidson and three OSU trustees (Alex Fischer, Janet Porter and Alex Shumate).

From a legal standpoint, the convening of the board is significant for several reasons.

First, the summoning of a specialized board creates some degree of distance between the university and Meyer, whom the university on Wednesday placed on paid administrative leave. If the university instead relied exclusively on its own general counsel and other attorneys employed in the university’s office of legal affairs, Meyer and his legal team would have a greater opportunity to argue that the school failed to satisfy due process requirements in how it evaluated him.

To that point, should Ohio State ultimately fire Meyer with cause—which, as I explained on Wednesday, would mean that he loses the right to receive the more than \$38 million remaining on his employment contract—Meyer would almost certainly sue the school for breach of contract. In such a lawsuit, Meyer would argue that university officials were motivated or even pressured to interpret evidence and testimony in a light adverse to Meyer. After all, the school would like this controversy to go away quickly—if it saves roughly \$38 million in the process, even better. A so-called “independent board” to some extent insulates the university from the investigation’s findings and suggests that those findings were credibly made. Conclusions reached by the board will be viewed as “independently reached” rather than as byproducts of a university-led perspective.

For similar reasons, Ohio State has elected to place Meyer on paid administrative leave rather than suspending him without pay. A suspension, Meyer’s legal team would contend, implies that the university has already reached a conclusion about Meyer’s guilt. To the extent such a critique is valid, the university can’t credibly present itself conducting an impartial investigation, nor can it claim that Meyer has been accorded a sincere chance to defend himself. Given that Ohio State is a public university, it will need to satisfy due process requirements in how it handles Meyer. If it appears that Meyer was prejudged by the university, Meyer’s attorneys would pounce on that to argue the coach was victimized by unlawful bias.

By convening a specialized board, the university gains the advantages of putting the situation in the hands of talented and skilled investigators. Morford and Stewart, two former top prosecutors, will know what they're doing and they'll have the necessary skill set to acquire evidence and learn facts. Both men also do not appear to have educational ties to Ohio State—Morford is a graduate of Hope College and Valparaiso University School of Law, while Stewart holds degrees from Stanford University, Columbia University and Harvard Law School. They are presumably not Buckeyes fans whose association or fandom could be cited by Meyer as potential grounds for prejudice.

### **RESTRAINTS ON THE SPECIALIZED BOARD'S ROLE AND INFLUENCE**

The “independent board and working group” is not without limitations and vulnerabilities.

For one, it's not really independent. The university is presumably paying the board's members, a point which the members will surely appreciate. This is not a board picked by an independent body without a stake in the controversy. To be sure, the university would like the board to find the truth. However, even if Ohio State does not verbalize such a point to the board, the university would prefer the truth not implicate top officials at the school. Further, whether or not the specialized board is given real autonomy, the fact that the university is presumably paying board members stands in the way of complete independence.

In addition, the specialized board is not designed as a fully autonomous entity. Ohio State's press release specifically expresses that the “independent” board “will direct the work of the investigative team and be available to provide consultation and advice and assist with communication to the full board on the matter.” This language indicates that the specialized board will collaborate with the Ohio State Board of Trustees. Furthermore, half of the specialized board's six members are also members of the Board of Trustees. This point further emphasizes that the design of the board is to be connected to, rather than separate from, the university.

Second, the specialized board will lack powers enjoyed by prosecutors and other government officials. Irrespective of how many former prosecutors and former public officials are members of a private investigative board, the board is a private enterprise. Such a board lacks subpoena powers, meaning it can't compel witnesses to speak or share evidence. Likewise, the board can't force witnesses to testify under oath. This means that witnesses can knowingly lie without fear of being charged with perjury. Given that witnesses often have reasons to distort their recollections in ways that deflect blame from them, witnesses often become less reliable narrators of past events when they're not deterred by the very serious requirements of delivering sworn testimony.

In some cases, there are workarounds to these dynamics. For instance, an Ohio State employee might not be legally compelled to speak with the board, but if that employee fears being fired for failing to cooperate with an investigation, he or she may open up and share electronic records. However, these workarounds are less useful when witnesses are not employed by Ohio State.

*Michael McCann is SI's legal analyst. He is also Associate Dean of the University of New Hampshire School of Law and editor and co-author of The Oxford Handbook of American Sports Law and Court Justice: The Inside Story of My Battle Against the NCAA.*



## **Legal Angles of Ohio State's Probe Into Urban Meyer's Knowledge of Charges Against Zach Smith**

*By Michael McCann, SI.com, 8-1-18*

**As reported** by college football reporter Brett McMurphy, Ohio State football coach Urban Meyer is accused of misleading media on July 24 when Meyer alternatively downplayed and denied awareness of domestic violence allegations previously brought against his former wide receivers coach, Zach Smith. During the Big Ten media day July 24—one day after Meyer fired Smith in the wake of Smith becoming the subject of a temporary restraining order—Meyer described a 2009 incident in which Smith was arrested for battering his pregnant wife, Courtney Smith, as “what was reported wasn’t actually what happened.” Further, Meyer said of a 2015 incident in which Smith was accused of battering his wife as being news to him. Meyer explained that he had received a text the night before (July 23) about an incident involving Smith in 2015 but that “there was nothing . . . once again, there’s nothing—once again, I don’t know who creates a story like that.”

McMurphy’s reporting indicates that Meyer may have known much more about Smith’s alleged mistreatment of his ex-wife than Meyer had let on to the media. The reporting also suggests that Meyer should face serious questions as to why he kept Smith on his staff until last month.

Late Wednesday, Ohio State placed Meyer on paid administrative leave. The university will now investigate whether, and to what extent, Meyer and other university officials could have violated their legal and contractual obligations.

Smith, 34, was served a domestic violence civil protection order in July. The order is set to last five years and prevents Smith from going within 500 feet of Courtney Smith. To be clear, a domestic violence civil protection order is not a criminal conviction. Such an order requires a lower burden of persuasion—“good cause” or “preponderance of the evidence”—than the “beyond a reasonable” burden necessary for a conviction. Murphy’s reporting also indicates that Smith will have an opportunity to contest the order in court on August 3.

Still, the issuance of the order is cause for serious concern—it means that a judge has at least tentatively found that Courtney Smith is in immediate and present danger of violence and that such an order is necessary to protect her and her two children (the Smiths have two children, one is eight years old and the other is six) from Zach Smith.

Smith, who was on Meyer’s Florida coaching staff from 2005—09 and who had been on Meyer’s Ohio State coach staff since 2012, is no stranger to domestic violence allegations and their criminal law implications. As McMurphy details, police arrested Smith for aggravated battery on a pregnant victim in 2009. Courtney Smith declined to pursue the charge, allegedly at the behest of persons close to Meyer. Smith was also investigated by law enforcement in 2015 for assault, domestic violence and stalking. He and his wife divorced in 2016, but a year later Smith was accused of making threats while trying to enter his ex-wife’s residence. He received a criminal trespass warning following those alleged threats and

then violated the warning this year. The violation led to an arrest for misdemeanor trespass.

While Smith's record of allegations is disturbing, it should be noted that Smith has not been convicted of any crimes.

McMurphy's investigative reporting contains numerous details as well as excerpts of key pieces of evidence and legal records. McMurphy obtained text messages purportedly sent from Smith's wife, Courtney Smith, and Meyer's wife, Shelley Meyer, which indicate that Smith's alleged acts of domestic violence may have been known to Urban Meyer and other members of the Buckeyes' coaching staff for several years. Courtney Smith contends that all of the Ohio State coaches' wives knew. That said, in an interview with Stadium, Courtney Smith acknowledged that she did not confirm with Shelley Meyer if Shelley had told Urban about the 2015 incident.

### **LEGAL IMPLICATIONS, INCLUDING IF OHIO STATE EVENTUALLY SEEKS TO FIRE MEYER**

There are a number of legal questions that various stakeholders will attempt to answer in the approaching days, weeks and months. One is whether Urban Meyer and/or Shelley Meyer may have failed to adhere to reporting obligations under the Title IX (as well as reporting obligations under the Clery Act and Title VII) and, if so, the potential ramifications for them and Ohio State. As with other Ohio State employees who supervise students, both Urban Meyer, as head coach of the Ohio State football team, and Shelley Meyer, as an instructor in Ohio State's College of Nursing, are required to make timely reports of certain allegations of sexual violence and harassment to relevant university administrators. Those administrators include Ohio State's Title IX coordinator and, in the case of Urban Meyer's reporting, athletic director Gene Smith.

Under Title IX, allegations that require reporting are those that concern the programs or activities of the university; here, an Ohio State football coach allegedly battering his wife likely qualifies as concerning the university. To bolster that interpretation, the university's sexual misconduct policy unambiguously states, "Any employee who receives a disclosure of a sexual assault or becomes aware of information that would lead a reasonable person to believe that a sexual assault may have occurred involving anyone covered under this policy, must report all known information immediately" (emphasis added). Potential violations of Title IX can be investigated by the Justice Department's Office of Civil Rights and persons victimized by such violations can bring civil lawsuits against the university.

There are many unanswered questions as it relates to potential reporting issues. For one, it's possible that university officials were already aware of the 2015 allegations against Smith—either through the Meyers or through other persons, including members of law enforcement or court officers—before Meyer's press conference. Along those lines, the fact that Urban Meyer denied awareness of the 2015 allegations to the media doesn't mean that he took the same approach with university officials. Meyer was not under oath while speaking with the media, nor was he otherwise obligated to tell journalists the truth.

Along those lines and like in any major sports controversy involving a large university, it is safe to assume that there are many more important facts that will become known. Those facts could substantially change the trajectory of the story and how we interpret the behavior of those implicated.

In addition to reporting issues, there is the possibility that Ohio State might eventually seek to fire the 54-year-old Meyer and do so "for cause"—meaning without pay and due to alleged unethical behavior. Meyer's employment contract, which runs through 2023, is set to pay him \$7.6 million next year. Under the termination provision of the contract, the



university retains the right to fire him for cause in a number of circumstances. A public version of Meyer's contract (this version is from the point in which the contract was extended in 2015) mentions the following "for cause" circumstances:

Depending on how the facts develop, any of those three provisions could theoretically apply to Meyer: he could be accused of violating the university's sexual misconduct policy, engaging in dishonesty in his duties as coach and failing to notify his athletic director about potential violations of university rules.

By placing Meyer on administrative leave, Ohio State will investigate the allegations and review its options. Further, by placing Meyer on paid leave, Ohio State avoids the potential legal pitfall of financially harming Meyer before making substantive determinations against him. If the university doesn't give Meyer a fair shake—such as by punishing him before finding him at fault—he could argue in court that he was denied due process. In that same vein, Ohio State placing Meyer on paid leave ensures the school doesn't unwittingly give him an opportunity to seek a court injunction to return to work.

Should Ohio State at some point move to fire Meyer with cause, he would almost certainly then sue the school for breach of contract. Meyer would stress, among other points, that Smith was not convicted of any crimes. In addition, Meyer would argue that he was under no legal obligation to fire Smith and that none of Meyer's superiors instructed him to fire Smith. Meyer might also express or imply that other university officials, such as the athletic director, general counsel and dean-level administrators, had multiple opportunities to learn of, and respond appropriately to, the allegations against Smith. To the extent Meyer could implicate other university officials in any wrongdoing, the school might seek to avert a lawsuit and negotiate a settlement with him.

*Michael McCann is SI's legal analyst. He is also Associate Dean of the University of New Hampshire School of Law and editor and co-author of The Oxford Handbook of American Sports Law and Court Justice: The Inside Story of My Battle Against the NCAA. So, what does the Taconic Parkway and an obscure movie have to do with the first week of college football? Sorry, not a lot. But I hope you enjoyed the little trip down memory lane.*

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*Below are the latest postings on the Clips website:*

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**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/3/2018 12:56 PM  
**To:** "John Camiscioni" <giovc9320@att.net>, "President Michael V. Drake" <drake.379@osu.edu>  
**CC:**  
**Subject:** RE: Coach Urban Meyer Investigation

---

Thank you for your comments,, Gene

-----Original Message-----

**From:** John Camiscioni [mailto:giovc9320@att.net]  
**Sent:** Friday, August 03, 2018 1:50 PM  
**To:** President Michael V. Drake <drake.379@osu.edu>  
**Cc:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Coach Urban Meyer Investigation

Sir,

We would like to remind you that the definition in Webster's dictionary of a coach is "one who instructs or trains players in the fundamentals of a competitive sport and directs team strategy". That is his sole function and purpose as coach of the Buckeyes. He is NOT a policeman, law enforcement agent, legal advisor, or marriage counsellor to his staff and/or players. His contract should reflect this and not include those obligations that are the duty of other professions.

We have always been very avid OSU football fans and, as such, believe that Coach Urban Meyer is a man of integrity and utmost honesty and a fine example of leadership. His knowledge or "alleged knowledge" of his assistant coach Zach Smith's personal home life activities has absolutely no bearing on his performance as head coach of the football team. We can not, nor should we, hold another person responsible for someone else's behavior. A coach has no control over what his players or staff do when they are not on the football field and, therefore, can not be held accountable for them.

If Coach Meyer is forced to resign or is fired over this, we will no longer be supporters of OSU and it's sports programs and hope he takes what legal recourse he can against the university.

Sincerely,

The Camiscioni Family

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/3/2018 10:39 AM  
**To:** "cloydgg@aol.com" <cloydgg@aol.com>  
**CC:**  
**Subject:** RE: Sorry but Grateful

---

Thank you Gil, appreciate your steady touch and encouragement. Thanks for the support, Gene

**From:** cloydgg@aol.com [mailto:cloydgg@aol.com]  
**Sent:** Friday, August 03, 2018 11:12 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Sorry but Grateful

Hi Gene:

I am very sorry you are in the nightmare of the issues now faced at the university. However, I am grateful OSU has you as a key leader to help it get through this difficult time. I know it will be painful, but I am confident the university will do all of the right things. God bless, my friend.

Gil

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/3/2018 10:38 AM  
**To:** "Ruthann Sanborn" <rsanborn2002@yahoo.com>  
**CC:**  
**Subject:** RE:

---

Thanks for your comments, greatly appreciated, Gene

-----Original Message-----

**From:** Ruthann Sanborn [mailto:rsanborn2002@yahoo.com]  
**Sent:** Friday, August 03, 2018 11:02 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:**

Please add me to Urban's support list. We put him on a pedestal and then expect perfection. If he is made accountable for Zach Smith's failures then I am too. I know someone who was abused and I didn't call anybody- I tried to help that person. What is the difference? Where were the family members in this situation? I realize you are being held accountable also - but where does that stop? Proud to always be a Buckeye.

Sent from my iPhone



**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/3/2018 9:13 AM  
**To:** "Bernard M Muir" <bmmuir@stanford.edu>  
**CC:**  
**Subject:** RE: Thinking of you

---

Thanks B, appreciate your thoughtfulness. Trying my best. Thanks for thinking of me, gene

-----Original Message-----

**From:** Bernard M Muir [mailto:bmmuir@stanford.edu]  
**Sent:** Friday, August 03, 2018 10:08 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Thinking of you

Gene,

Just dropping you note to say thinking of you. I know your leadership and strength will pull the Buckeyes through. Always has and always will.

B

Sent from my iPad

**From:** "College Athletics Clips" <nick@collegeathleticsclips.com>  
**Sent:** 8/3/2018 9:15 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** The Investigation and Judgment of Meyer's Leadership Has Begun

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Dear Eugene,

Greetings from the Clips Integrity Ship. Hope you are well.

For sure the Urban Meyer "paid administrative leave" situation has captured most peoples' attention. Most people in the Clips audience are likely well apprised of what allegedly happened, what didn't happen and what shoulda happened.

But we are not yet sure what Meyer knew and when he might have known it. So we will wait for the judgement of the independent investigators.

Below are two articles that provide a several-days-later accounting of the Meyer situation. The first is by Andrea Adelson, and she provides a sobering description of Meyer's six year tenure as football coach at the University of Florida. Part of her article describes "misbehavior" by his players.

*A decade ago Urban Meyer built a championship program at Florida, burnishing his reputation as one of the greatest coaches in the game despite his bringing in and keeping troubled players. Nobody really cared all that much. Florida football was rolling, and though the arrest reports kept growing, not one administrator came down on Meyer or the way he handled his players.*

Adelson says that Meyer's players were arrested thirty times during his six seasons, some for domestic battery and felony theft.

Meanwhile, ultra nice guy Tim Tebow mitigated the grim imagery by cavorting around as the squeaky clean stud that he was.

In the second article Yahoo Sports' Pete Thamel frames out a likely scenario of the investigation of Meyers.

And finally, from the front page of today's New York Times (above the fold) comes a long article about the alleged abuse of Ohio State wrestlers. See graphic below.

Ohio State is obviously going through a tough time; on the front page of the New York Times today is an article about the alleged molestation of Ohio State wrestlers from decades ago.

More later.

Nick Infante, Clips Editor

**As society has evolved, Urban Meyer hasn't**

*By Andrea Adelson, ESPN, 8-2-18*

**Urban Meyer today** is the same Urban Meyer who walked the sideline at Florida: a head coach so driven to win, he was willing to tolerate misconduct among players and alleged misconduct among assistants as long as it meant competing for championships.

But there is one big difference. Forgiving and forgetting domestic violence, sexual assault or abuse against women is no longer the norm. Nobody is too big to go down in college sports, not anymore. Not after what happened with Art Briles and Baylor or what happened for decades to Michigan State gymnasts or what is happening now at Ohio State. Meyer, 54, was placed on paid administrative leave Wednesday as the school announced it is investigating Courtney Smith's claims that several people close to the coach knew of a 2015 allegation of domestic violence against her ex-husband, former Ohio State assistant football coach Zach Smith, who was fired in July.

A decade ago, that was not the case. A decade ago, Urban Meyer built a championship program at Florida, burnishing his reputation as one of the greatest coaches in the game despite his bringing in and keeping troubled players. Nobody really cared all that much. Florida football was rolling, and though the arrest reports kept growing, not one administrator came down on Meyer or the way he handled his players.

In retrospect, Tim Tebow gave Meyer much needed cover for the ugliness that continues to stain the Florida program today. All the positive headlines Tebow drew during his illustrious career there helped deflect a growing problem: an out-of-control locker room.

Ohio State placed head coach Urban Meyer on administrative leave Wednesday, as it investigates Courtney Smith's claims that several people close to Meyer knew of a 2015 domestic violence allegation against her ex-husband, former OSU coach Zach Smith.

During Meyer's six-year tenure at Florida, some 31 players were arrested, with at least 10 accused of crimes ranging from misdemeanor battery to felony domestic assault to felony theft to domestic battery. Punishment varied depending on the player, but let's just say it was uneven at best. In perhaps the best example that illustrates that, star running back Chris Rainey was suspended only four games in 2010 after he was charged with aggravated stalking for allegedly texting his girlfriend, "Time to die, b----."

Not included in that arrest total? Then-graduate assistant Zach Smith, arrested in 2009 for allegedly shoving his pregnant wife against a wall. Meyer explained last week at Big Ten media day that he and his wife, Shelley, got involved to help Smith and his wife through counseling. Meyer went on to deny knowing that Smith was investigated for domestic violence in 2015. Courtney Smith, Zach's now-ex-wife, said Wednesday that she told Shelley about both the 2009 and 2015 incidents.

The counseling explanation sounded eerily similar to comments Meyer made about former player Aaron Hernandez, who killed himself in 2017 after he was sentenced to life in prison for murder. Meyer once said he used to have Hernandez over to his home for Bible study, and he and Shelley counseled Hernandez to stop hanging out with his childhood friends in Connecticut. (In April 2007, Hernandez settled out of court and received deferred prosecution following a bar fight. He was later questioned by police but never charged following a Gainesville shooting that September.)

Urban Meyer job at Ohio State is in jeopardy over his handling of accusations of domestic violence against an Ohio State assistant coach. Christian Petersen/Getty Images

"We knew that every time he went home -- and that was a concern of mine -- every time he would go to Connecticut, I'd have players on my team say, 'Watch this guy. Watch when he comes back,' so I would visit with him," Meyer told Andrea Kremer for HBO's "Real Sports



with Bryant Gumbel" in 2014. "He was knee-deep in our family."

Before the societal sea change over the past several years, coaches could get away with believing themselves to be saviors or father figures, purveyors of second chances for so many troubled souls. It's a God complex that isn't isolated to Meyer but is symptomatic of the coaching culture in general.

It was only after he left Florida that a slow examination of what Meyer allowed to happen began in earnest. Even he told Kremer in 2014 that he made mistakes at Florida. "If I look back now, the biggest mistake, I probably gave second chances to some people that maybe [I] shouldn't," Meyer said. "But this is someone's son. I know in my soul we're doing it right, doing the best we can. Did we make mistakes? We make mistakes."

Perhaps Meyer learned from those mistakes as it relates to player behavior. During his tenure at Ohio State, only a handful of players have gotten into legal trouble. The most notable was running back Carlos Hyde, who was suspended for three games in 2013 after police began investigating him for allegedly assaulting a woman.

But it was a different story among the staff. Meyer brought on Smith, a man Meyer knew had been alleged to abuse his pregnant wife. He brought on former Indiana coach Kevin Wilson, who resigned after he was accused of mistreating his players. He stuck by Greg Schiano after a deposition came to light alleging that Schiano knew about Jerry Sandusky's child abuse at Penn State, allegations Schiano denies.

Did Ohio State administrators even bother questioning those moves? Or Meyer's past at Florida?

This whole time, it has been up to administrators to hold Meyer accountable. Nobody ever did until Courtney Smith decided to speak up. In this rare instance, she provided not only photos but also text messages to back up her claims that at least Shelley Meyer knew what happened to her in 2015, despite Urban Meyer's denials.

And then the college football world stopped and actually listened.

While no permanent decision has been made on Meyer's future, Ohio State administrators have shown that they are listening.

Given the shift we have seen in our society, from Baylor to the #MeToo movement, Meyer was finally forced to listen. His past at Florida has come back to him in a rather unexpected way, all thanks to the decision he made almost a decade ago to give Zach Smith a second chance.

In those 10 years, the world started to change. It seems Meyer hasn't changed quickly enough.

*This article has been reprinted with the permission of ESPN.*

**What's next for Urban Meyer and Ohio State? Here are 7 questions that will**

## **determine coach's fate**

**COLUMBUS, Ohio** – With Urban Meyer put on paid administrative leave by Ohio State University, his future at the school will be determined by an investigation. The investigation will center around what the university termed “these allegations” in a statement, which are in reference to text messages and allegations of domestic abuse against former Buckeyes assistant coach Zach Smith by his ex-wife.

Yahoo Sports contacted lawyers and administrators who have dealt with similar issues and investigations to break down how things could unfold legally. What legal issues will determine Meyer's fate? Here's a look at some of the legal nuance that will loom over the investigation.

### **What does ‘paid administrative leave’ mean?**

Regardless of the results, this is a step that allows Ohio State to show publicly that they have taken the case seriously. Stu Brown, an Atlanta-based attorney who frequently works with colleges on NCAA-related cases, said that this step “puts the university in the right position to defend itself regardless of how the process plays out.”

If the university re-instates Meyer with no punishment, this step shows the conclusion wasn't pre-determined. If they fire him, it shows they've given all the involved parties notice of the gravity of the issues.

“Ohio State in a very preliminary early stage of the process started out by putting itself in the right position to defend itself regardless of how the process plays out,” Brown said.

The university announced Thursday afternoon that it has formed a “special, independent working board group” for the investigation and it is comprised of both OSU trustees and respected outsiders.

### **What factors will investigators look at?**

The heart of what the investigators will be looking at is what Meyer knew about allegations of abuse, with events from 2015 presumably at the forefront. (That's when Courtney Smith texted Shelley Meyer pictures of the alleged abuse, and Shelley Meyer inquired her about getting a restraining order.)

“It's based on known or should have known standards, reasonable should have known standards,” said Brown, who is not affiliated with the case. “People can be skeptical. I don't know if it's an established fact that he had actual knowledge. That will be an area of the investigation. What did his spouse tell him, if anything? People may tell him they presume that was shared; I don't think we should conclude that was shared until it's further investigated.”

### **What will the timeline be?**

There's no clear answer here, as universities are notoriously risk averse and Ohio State will clearly take their time until they're comfortable with the results. There's nearly \$40 million at stake with Meyer's contract and the football program is worth more than \$100 million, so the university isn't going to rush here. Ohio State has named offensive coordinator Ryan Day the interim coach, and he'll be in charge when the football team practices for the first time on Friday.

### **How could this play out?**

“I think this will be faster rather than slower,” Brown said. “For a number of reasons. This is



not a typical Title IX investigation about underlying misconduct. This is not an investigation [whether] certain conduct [happened] where there needs to be a lot of information about an underlying event. Here, it was information that was out there. Was it [brought] to you? If it was, what did you do with it? That's much more clear-cut and easier and quicker issue to explore than the he-said, she-said in [a typical Title IX] investigation."

One lawyer estimated perhaps two weeks as a reasonable timeline.

### **What was Urban Meyer obligated to report?**

In April, the university extended Urban Meyer's contract through 2023 and bumped his salary to \$7.6 million for the upcoming season. The contract extension included an added provision that could loom large if the university decides to part ways with Meyer.

Ohio State would owe Meyer nearly \$38 million if they fire him without cause, but that scenario is unlikely. The contract addendum states that Meyer has to report a "known violation" of Title IX and defines it as "a violation or an allegation of a violation of Title IX that Coach is aware of or has a reasonable cause to believe is taking place or may have taken place." Included in the provision are: "Sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking." Meyer is obligated to report to Ohio State's Title IX coordinator or deputy Title IX coordinator.

The added provision also covers Meyer's time at Ohio State and elsewhere: "Encompasses findings or determinations of violations during employment of Coach at Ohio State or any institution of higher learning." Legally, if Ohio State finds a violation, multiple lawyers told Yahoo Sports there's ample legal justification to fire him for cause.

### **What are the looming Title IX issues?**

Yahoo Sports spoke to an Ohio-based attorney with Title IX expertise on Wednesday night. Urban Meyer is considered a mandatory reporter under Ohio State's Sexual Misconduct Policy. He's required to report all violations of domestic misconduct under the university's Title IX policy, which the policy says includes "sexual harassment, sexual violence, relationship violence, and stalking."

This means the investigation, at its core, will likely hinge on the extent of Meyer's knowledge and how he handled reporting it. "You have to report all violations of sexual misconduct, even those regarding third parties," said the lawyer, who declined to be named.

### **What are Shelley Meyer's Title IX obligations?**

Shelley Meyer is Urban's wife, a psychiatric nurse and clinical instructor at Ohio State. Text messages exchanged between Courtney Smith, the alleged victim, to Shelley Meyer shows she had knowledge of the alleged abuse. Shelley Meyer went so far as to encourage Courtney Smith to explore a restraining order, according to text exchanges published by football reporter Brett McMurphy: "Just want u to be safe. Do u have a restraining order? He scares me."

From a legal standpoint, the Title IX expert said that Shelley Meyer's role at the university doesn't make her a mandatory reporter. "This one is interesting," the lawyer said. "It doesn't appear she has supervisory duties. That's a key point under the policy. They have different reporting requirements for different categories of employees."

According to a legal health care expert in Ohio, Shelley Meyer's status as a registered nurse

does not obligate her to report domestic violence allegations to police. If Courtney Smith was her patient, she could not legally report the allegations to police. Since she was not her patient, there's neither a prohibition or obligation to report.

### **Is OSU at risk of a Title IX lawsuit from Courtney Smith?**

In short, no. According to the attorney: "There's not necessarily a Title IX claim here. The spouse of Zach Smith could not file suit against the university." The reason, according to the attorney, is that Courtney Smith is not a student at Ohio State and not seeking an education, which means she is unlikely to make a successful Title IX claim against the school.

(Editor's note: This story has been updated to reflect Ohio State's decision to form a panel for the investigation.)

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**From:** "Tom Domin" <tomdomin@yahoo.com>  
**Sent:** 8/3/2018 8:29 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Re: Tough times

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Hang in there and be honest, these days there are too many eyes. Good Luck! Hope to see ta soon.

Sent from my iPhone

On Aug 3, 2018, at 6:22 AM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

You are the best!! Thanks TD...

Sent from my iPad

On Aug 3, 2018, at 1:48 AM, Tom Domin <[tomdomin@yahoo.com](mailto:tomdomin@yahoo.com)> wrote:

Thought you might want to remember when life was simpler!

Good Luck  
<image1.jpeg>

Sent from my iPhone  
<image2.jpeg>

**From:** "D1.ticker" <matt@d1ticker.com>

**Sent:** 8/3/2018 7:16 AM

**To:** "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** D1.ticker - News from Thursday, August 2, 2018

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**D1.jobs:** New opportunities below at **UMKC & Brown**, as well as a new link for a gig at **San Diego**. [Post your team openings here.](#)

No **Ohio State** FB coaches, staff or student-athletes will be talking to the media until at least next week. **Big Ten** Commish Delany also canceled a scheduled panel conversation with **ESPN's Steele**. ([link](#), [link](#)); The university has formed a working group to look into the situation surrounding HC Meyer. Includes current OSU trustees, but also the likes of former acting U.S. Deputy Attorney General Morford. ([link](#)); **Bob Evans** suspends its relationship with Meyer after he took on the title of "Head Breakfast Coach" just a few days ago in an endorsement deal between the two parties. ([link](#)); Also...

+ **Yahoo's** Thamel talks to experts, says seven questions will decide Meyer's fate: 1) What does 'paid administrative leave' mean; 2) What factors will investigators look at?; 3) What will the timeline be?; 4) What was Urban Meyer obligated to report?; 5) What are the looming Title IX issues?; 6) What are Shelley Meyer's Title IX obligations?; and, 7) Is OSU at risk of a Title IX lawsuit from Courtney Smith? ([link](#))

+ **NYT's** Tracy: "Urban Meyer and the New Era of College Football: Winning Isn't Everything" ([link](#))

+ **WSJ's** Gay: "Urban Meyer and the God Complex in College Sports" ([link](#))

**The Citadel** search is down to 12 with interviews set for next week in the **Parker Executive Search** offices in Atlanta. Committee Chair Bernstein: "The challenge is, we truly have an unbelievable candidate pool in front of us. It will be very difficult to narrow the field, because we have an extraordinary field, and an extraordinarily diverse field in all aspects." PES VP & Managing Director of Sports Parker: "We have sitting athletic directors from Divisions I, II and III, deputy ADs, senior associates, senior women's administrators, with ethnic and gender diversity. They come from backgrounds in compliance, fund-raising and coaching." ([link](#))

**West Virginia** AD Lyons rolls out a \$100M capital campaign, "Climbing Higher," centered on significant upgrades to Mountaineer facilities. Lyons: "This is a major campaign. We need these improvements for our department and our student-athletes as we continue to grow. You look at the success we've had in basketball and soccer, and I think some of that correlates to the improvements made with their facilities from a recruiting and a coaching retention standpoint. [...] Some of these things are long overdue and it's a matter of us putting our noses to the grind and trying to make this happen over the next three-to-five years. My philosophy has always been if we don't have a crane on our complex or something under construction then we're going backwards. We need to continue moving our department forward, and I feel very positive with where our department is heading. [...] This is not an arm's race - these are sorely needed projects. We are not doing anything extravagant or exorbitant. Our plan is to fundraise very, very aggressively and as we near our goals we will look at our budget to see what we can fit in. We need to take what we have and make it better." \$55M for a **Milan Puskar Center Complex**, \$35M for the **WVU Coliseum Complex**, \$5M for **Cary Gym** & \$5M at the **WVU Golf Complex**. More. ([link](#)); Here's the campaign's dedicated website. ([link](#))

On new **Kansas** AD Long's first day in the office he found a vase of purple flowers sent from **Kansas State** peer Taylor. Laughing matters aside, Long jumped right into his new duties, which included meetings about the hire of a new Softball HC, a chat with MBB HC Self & connecting with human resources. Long points to fundraising as a key focus for his early tenure, "Fundraising is relationships. I've got to start to build." Wednesday also doubled as Long's 26th wedding anniversary, told wife, Franny, on the phone, "You know, it feels really good here. As you meet people, as you're in town, as you're on campus ... it just feels really good." ([link](#))

Upon her exit from **Rutgers**, former Scarlet Knights AD Hermann was owed \$1.1625M according to the terms of her contract with the university. As it turns out, RU paid Hermann that, plus another \$500K+, to ensure she didn't sue the institution on the grounds of wrongful termination. There was also an additional \$105K in incentives & a \$175K retention bonus. **NJ Advanced Media** says it obtained the records in an Open Records Request with Rutgers that looks to have taken multiple months to fulfill. ([link](#))

**Pac-12** Deputy Commish Zaninovich chats with **1.Question's** Brown on the communications process with a number of constituencies across the league, ranging from Presidents to ADs to HCs all needing to be kept in the loop. Zaninovich: "All the schools are different, and our job is to try to find initiatives that help the conference as a whole move forward while serving the schools' collective interests. [...] As a conference, we always need to have strong rationale for the decisions we make and they need to be based on collective philosophies and principles that have been developed through the membership. [...] You have to learn how different people prefer to communicate. Some ADs like to talk during a game, while some prefer to avoid talking on game day altogether." Twelve-minute listen. [\(link\)](#)

**Birmingham** is commonly the top-rated DMA for college FB TV viewership & it's this reason city leaders "know the first thing they have to get right is the television experience" as they design the new stadium that will serve as home for **UAB**. A meeting with Blazers leaders & **BJCC Authority** members included discussion on how to weave the facility into the Uptown entertainment district. **AL.com's** Goodman: "...hopefully filled with TVs and videoboards big and small to feed Birmingham's appetite for college football. The sport is Birmingham's great passion, and watching college football -- all day -- is what people in Birmingham do on Saturdays in the fall. [...] The city hopes a smart design can create a complete game-day experience for fans of all teams." [\(link\)](#)

presented by [Anthony Travel](#)

**Roy Williams Court** inside the **Dean Smith Center** at **North Carolina** goes official on the 24th of this month. Williams uses words like "flattering" & "overwhelming," says it honors all his former student-athletes. Tar Heels AD Cunningham: "Coach Williams is one of college basketball's greatest coaches ever. But I've come to see that the measure of the man is his integrity, his honesty, the manner in which he relates to and supports his players and the love he has for the University of North Carolina. He didn't want this honor, but his players and our staff wanted it for him, and that says so much about why we will forever celebrate the game of basketball at Carolina on Roy Williams Court." [\(link\)](#)

Former **UConn** & **NBA** standout Allen goes to the mat a bit for former Huskies HC Ollie, "Both parties need to come to terms and make the situation go away. We know who Kevin is, we know what he's done for the state and they need to make it right by him. There's no trying to pull the wool over everybody's eyes and say, 'Hey, Kevin did this or that.' We know his intentions. This guy was my leader, my point guard in my career and he set the standard for me and for the university. So just, in the door, we need to say, 'Let's make it right by him' and let this thing move forward." Allen is mentioned in one of the **NCAA** violations involving Ollie, says he doesn't feel like he's been pulled into the situation, just wants to see both parties reach an agreement so the entire institution & fan base can move on to supporting new HC Hurley. [\(link\)](#)

"**DePaul** was trying to pay Bowen 200k to come there. Crazy world!" That's apparently a text from former **Louisville** MBB HC Pitino sent to former Cards AC Johnson in connection to former student-athlete Bowen. It's part of the university's athletic association's push to show Pitino was complicit in the situation & should have no grounds of a lawsuit. [\(link\)](#); Leading local media voice Crawford says the case needs to be settled quickly if the university wants to avoid its MBB program being "collateral damage." [\(link\)](#)

**Pac-12 Hotline's** Wilner argues more **Pac-12** FB HCs should have traveled to Bristol to go through the pre-season carwash at **ESPN** to help promote the league. Only **Stanford's** Shaw spent time with the Worldwide Leader on its home turf, which included a redeye on the way out & resulted in appearances on **SportsCenter**, **Get Up & College Football Live**. Wilner: "I'd argue that schlepping to Bristol, even days after the mini-car wash in Hollywood and days before the start of training camp, is still worth the time and effort ... that the high road and the big picture matter ... that the pilgrimage could carry benefits down the road for the schools and the conference." [\(link\)](#)

**Deals:** **Seton Hall** & **Houston** go with **IMG Learfield Ticket Solutions**. Comments from the IMGL side come from SVP Sexton, says he's impressed with the vision & potential of both brands. [\(link\)](#), [\(link\)](#); **From Now On** adds **Rice** & **Georgia Tech** as partners. [\(link\)](#), [\(link\)](#); **Athlete Network** announces pacts with **Kansas State** & **Arkansas State**. [\(link\)](#)

**More Personnel:** "It's a chance to get back on the field. I'm excited. I really am. I'm grateful for the opportunity." That's former **Baylor** FB HC Bries as he heads to **Italy** to coach the **Guelfi Firenze** American football team in Florence. [\(link\)](#); **Radford** MBB HC Jones inks an extension that could keep him with the Highlanders through the 2021-22 season. Base pay bump from \$205K to \$230K. [\(link\)](#); **San Jose State** AD Tuite hires former **Washington** Women's Gymnastics HC Bowers to the same role with the Spartans. [\(link\)](#); **College of Charleston** AD Roberts will have to find a new Director of Sailing. [\(link\)](#); **Seton Hall** Interim Prez Meehan will continue in the role until at least next summer as an initial search for a new leader of the institution didn't result in candidates that excited university trustees. [\(link\)](#)



Do you have members of your staff who aren't quite sure about their long-term goals? How do you mentor those who don't have a desired career path? **Harvard Business Review** contributors Luna & Cohen detail the steps of, 1) Dispel the Career Myth ("What problems excite you?" "What strengths can you build on?" "What types of work do you want to do less of and more of?" "What would you do differently if you quit your career?"; 2) Focus on transferable skills; 3) Create milestones; and, 4) Encourage small experiments. ([link](#))

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**Saint Joseph's** MBB HC Martelli with his perspective on likely changes coming to the summer recruiting calendar, "I just don't believe that there's that many kids that you're going to hide. I go the other way. I believe leagues are going to have to collude to make sure that they see kids. So the **Northeast Conference** wants to see Dave Duda's son, who's that level of player, they all are going to have to vote. Nobody's going to get overlooked, nobody." On the possibility of prospective student-athletes who get left out of events using the **NCAA**, "One, NCAA legal has been all over this and two, let's say it's 2,400 [kids at regional camps], 1,000 kids got scholarships last year so where are those sleepers?" In closing, "I think these changes are necessary to see if they'll make a difference. No one has a crystal ball. I can't say to you this is absolutely the case." ([link](#))

Outgoing **Idaho** Prez Stuben talks about the handling of the 2012 incident involving a FB student-athlete that may have impacted later events that included female student-athletes. Stuben: "...it is possible that all of the 2013 incidents could have been avoided. That's very much the tenor of what we're taking from this review." Also, "You don't want too cozy a relationship between the police department and athletics. You want there to be an objective relationship between the university and the police department. [...] The **Moscow Police Department** has at times followed the policy or procedure of notifying (the athletic department) of student-athlete misconduct, and we are making clear to them that we expect that they will always notify the dean of students of that kind of misconduct. That's important because we need the objectivity outside of athletics in order to ensure we respond properly as a university." In the **Idaho Statesman** piece, columnist Manny says it's hard to see how on leave Vandals AD Spear returns to his job. ([link](#))

**San Diego State** sent an email to its fans this week to encourage them to support the new deal with **SDCCU Stadium** that still needs City Council's blessing. The Aztecs are prepared to pay a sharp increase, from \$1 per ticket to a \$1.1M flat fee. Vote set for Monday. ([link](#)); Aztecs FB also unveiled a new locker room. Dark wood lockers, red & black branding everywhere, multiple 43-inch screens. \$2M project. **Gensler** designed, **DPR Construction** was the GC. Video included. ([link](#))

More new FB locker rooms, first at **ECU**. Backlit 'E' 'C' 'U' set against wood panels leading to rows of lockers, Pirate heads pretty prominent throughout the space, includes renovated team meeting rooms, athletic training upgrades & equipment room enhancements. ([link](#)); At **Richmond**, the \$7M commitment to overhaul FB's digs also includes new strength & conditioning, as well as sports medicine spaces. AD Hardt: "Probably most exciting to me as a new [athletics director] is talking to the student-athletes, and getting their impressions. They've been off-the-charts positive. They couldn't be more excited. It's a game-changer." ([link](#) - video, [link](#) - article)

**Ticket Sales:** **Michigan** has moved nearly 90K season packages for the upcoming campaign, though there's currently a 12.7% dip in student commitments for a slate that doesn't include Ohio State or Michigan State. ([link](#)); **USF's** season sales to date are up nicely year over year. The Bulls currently stand at 15,698 versus a touch over 14K this time last year. Senior Assoc. AD for External Relations Goodrich: "Literally hundreds of people renewed the first day (leveraged with giveaways of surplus **Under Armour** jerseys). I've long held the belief that the earlier people renew, the earlier they tell their friends they've renewed, they start getting in the mood and say, 'All right, I've got to go out and buy tickets.'" More than 2,500 tickets have been moved to new buyers. ([link](#))

**Also Noticed:** Looks like **Oregon State** may be the next **Pac-12** member to add beer at FB games. ([link](#)); Maybe I missed more on this or don't recall the initial release, but **James Madison** is implementing full cost of attendance in the fall of 2019. ([link](#)); **Elon** should be done with an overhaul to FB's practice fields by the end of a month. \$1M project. ([link](#)); **Houston** adding a RedZone Tailgate Experience before FB games that will be hosted in the Indoor Practice Facility. Access starts as low as \$10 per ticket. ([link](#)); **ESPN** extends with **Top Rank Boxing** through 2025. ([link](#)); **beIN Sports** is now off **Verizon**, too. ([link](#)); The **North Carolina College Athletics Marketing Summit** looks to have been a success. 21 schools from across the state attended. Brainchild of **Wake Forest** Assoc. AD Odom & **UNC Greensboro** Senior Assoc. AD George. ([link](#)); **McNeese State** will host preseason practices for the **Houston Rockets**. ([link](#)); A bit from **Law360**: "Retired **Florida State University** football coach Bobby Bowden on Wednesday told the **U.S. Supreme Court** that a Ninth Circuit finding saying a Washington state school district can prevent a coach from praying on the field after games is an abridgment of religious freedom." ([link](#)); **Duke** has "resolved" the sexual misconduct lawsuit involving a former Men's Soccer student-athlete. ([link](#)); **Central Michigan** &

**New Mexico State** to meet on the gridiron in 2019 & 2026. ([link](#)); Check out these new onsite cooling centers the **New Orleans Saints** are using during the preseason. ([link](#))

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*(Posted from most recent over the last 30 days)*

**(NEW!) Assistant Athletic Director of Strategic Communications and Marketing (University of Missouri-Kansas City / Kansas City, MO)** This position will have oversight over several areas including: strategic communications, media relations, digital media, marketing promotions, branding, and fan engagement. More details [HERE](#).

**(NEW!) Associate Head Athletic Trainer (Brown University / Providence, RI)** Position provides medical care and health education to ensure the safety of, reduce risk of injury to, and guide the rehabilitation of Brown student-athletes under the guidance of the Head Trainer. More details [HERE](#).

**(NEW LINK!) Budget Analyst - Intercollegiate Athletics (University of San Diego / San Diego, CA)** Bean Counter? Strategic thinker? We need both! Seeking a strong No. 2 in our Athletics Business Office. The Budget Analyst supports the Senior Associate AD/CFO in establishing, monitoring, and maintaining the department's budget in addition to collecting, reviewing, and analyzing data that is used in budget planning, forecasting and strategic planning processes. If you are good at math, a whiz-bang in accounting, finance or related field (CPA a plus) and not opposed to working on the most beautiful campus in America, please send email expressing interest TODAY to Senior Associate AD Dan Young: [young@sandiego.edu](mailto:young@sandiego.edu) (Yes, YouRg not YouNg!). More details [HERE](#).

**Associate Sports Information Director (Boise State University / Boise, ID)** Boise State is hiring an associate sports information director whose primary responsibility will be baseball, and will also assist with the media relations efforts for the Broncos' football team. More details [HERE](#).

**Assistant Director of Strategic Communications (Pennsylvania State University / University Park, PA)** Penn State Intercollegiate Athletics, a Division I and Big Ten Conference member, is seeking a highly qualified candidate to fill the position of Assistant Director of Strategic Communications. More details [HERE](#).

**Senior Associate/Associate Athletic Director for External Affairs (Drake University / Des Moines, IA)** Position will join the athletics department senior staff while serving as the lead fundraiser for the department and having oversight of all external relations areas. Provides sport supervision. More details [HERE](#).

**Assoc. Athletic Director - Communications (Clemson University / Clemson, SC)** Clemson University is looking for Assoc. Athletic Director - Communications in Jervy Athletic Center. To apply and view full details, please visit <http://www.Click2Apply.net/nywtb9qg/m5zz/g>. More details [HERE](#).

**Director of Marketing (University of New Mexico / Albuquerque, NM)** UNM Athletics Marketing department is seeking a Director of Marketing to will assist with the day-to-day marketing and promotions of assigned programs working directly with our basketball programs. More details [HERE](#).

**Account Executive (Home Team Sports / San Diego, CA)** The Account Executive (AE) will develop, sell, and manage all aspects of fully integrated corporate sponsorships for San Diego State University (SDSU) Sports Properties. More details [HERE](#).

**Senior Associate Athletic Director for Academic Support (University of Mississippi / Oxford, MS)** This position coordinates the facets of assisting and counseling student athletes with academic requirements in compliance with NCAA, SEC, & University academic eligibility & graduation requirements. More details [HERE](#).

**Associate/Sr. Associate Athletic Director for Student Success & Compliance (Winthrop University / Rock Hill, SC)** Under the direction of the Director of Athletics, the Associate/Senior Associate Athletic Director for Student Success & Compliance serves as a member of the Athletics Department senior staff. More details [HERE](#).

**Assistant AD/Director of Strategic Communications (University of San Diego / San Diego, CA)** Are you interested in working on the most beautiful college campus in America? We are looking for a Difference Maker to share the special story of the University of San Diego Toreros. If you are a talented strategic thinker, writer, videographer, graphic designer, or otherwise supremely talented communications professional, and can help move the needle in driving engagement, attendance, revenue generation, recruiting, etc., email Marcy Lanoue at: [mlanoue@sandiego.edu](mailto:mlanoue@sandiego.edu) TODAY. We're moving fast and you must enjoy sunshine! More details [HERE](#).

**Athletics Annual Fund Coordinator (California State University, Bakersfield / Bakersfield, CA)** The Athletics Annual Fund Coordinator manages the Roadrunner Scholarship Fund through the identification, cultivation, solicitation, and stewardship of donors and prospects. More details [HERE](#).

**Program Manager - Athletics Ticket Sales & Services (Texas Tech University / Lubbock, TX)** Assist in the development of new ticket marketing growth programs and initiatives, manage & update sales records using Ticket System/Salesforce on a daily and weekly basis. Req# ID 14848. More details [HERE](#).

**Athletic Business Operations Manager (Winthrop University / Rock Hill, SC)** Reporting to the Senior Associate Athletic Director for Internal Operations, the Business Operations Manager executes the athletics business office and departmental business functions. More details [HERE](#).

**Athletics Development Officer (Utah State University / Logan, UT)** The position is responsible for achieving identified goals and objectives established by the Deputy Athletics Director / Assistant Vice President in coordination with the... More details [HERE](#).

**Associate Athletic Director for Business Operations (Texas State University / San Marcos, TX)** This position will manage financial and human resources operations, coordinate strategic planning, and oversee administrative and/or operational projects for the Department of Athletics. More details



[HERE](#).

**Assistant Athletic Director - Marketing/Promotions (Middle Tennessee State University / Murfreesboro, TN)** The Assistant Athletic Director Marketing and Promotions will work on the immediate and long range marketing/sales efforts for the athletic department. More details [HERE](#).

**Assistant Director of Athletics for Student-Athlete Development & Welfare (College of the Holy Cross / Worcester, MA)** The AD is responsible for creating and implementing a series of programming to emphasize and improve the student-athlete experience and welfare. Master's degree preferred. More details [HERE](#).

**Assistant/Associate Director, Athletics Communications (Boston College / Chestnut Hill, MA)** Boston College Athletics is accepting applications for the position of Assistant/Associate Director, Athletics Communications. This position will serve as the media contact for the men's hockey team. More details [HERE](#).

**Head Women's Lacrosse Coach (University of Akron / Akron, OH)** The University of Akron, a NCAA Division I (FBS) institution and member of the Mid-American Conference is currently accepting application for the position of Head Women's Lacrosse Coach. More details [HERE](#).

**CD Henry Internship (Big Ten Conference / Rosemont, IL)** The intern will work in several areas of the office including sports administration, championships, football and basketball operations and special research projects. More details [HERE](#).

**Associate Athletics Director for Communications (Vanderbilt University / Nashville, TN)** The Associate Athletics Director of Communications is responsible for leading the department's communications efforts in alignment with institutional-level strategies and tactics to advance Vanderbilt. More details [HERE](#).

**Coordinator of Baseball Operations (Long Beach State University / Long Beach, CA)** This position provides administrative support to the Baseball program. Must apply online at [www.csulb.edu/employment](http://www.csulb.edu/employment) to be considered. More details [HERE](#).

**Executive or Sr. Associate Athletics Director for Academics and Student Development (University of Georgia Athletic Association / Athens, GA)** Member of UGA Athletics Senior Management Team. Responsible for oversight and management of academic success and academic support services for student athletes participating in 21 sport programs. More details [HERE](#).

**Assistant Athletic Director (University of Georgia Athletic Association / Athens, GA)** Responsible for efficient and effective operation of the Athletic Association's human resources unit. Establish and implement HR efforts that effectively communicate and support our mission and vision. More details [HERE](#).

**Director of Development - Premium Seating/Major Gifts (University of Wisconsin / Madison, WI)** This position will work as a member of the Athletic Development Office team with specific responsibility for developing, implementing and evaluating the premium seating program. More details [HERE](#).

**Associate Director Athletics Ticket Analytics and Database Management (Texas Tech University / Lubbock, TX)** Assist in management of the overall day-to-day database maintenance and administration for both Paciolan ticketing and Salesforce CRM software; maintain forecasting models. Req#ID 14783. More details [HERE](#).

**Creative Services Coordinator (University of North Carolina at Charlotte / Charlotte, NC)** This position is responsible for consulting, creation, designing, delivering wide variety visual-graphic art products for all sports teams. The products include but are not limited to: individual team posters, schedule cards, promotional items, billboards, recruiting materials, public relations material and social media content. More details [HERE](#).

**Tennis Coordinator of Officials (Big Ten Conference / Rosemont, IL)** Assign officials for all men's and women's Big Ten tennis conference matches while acting as a liaison between the NCAA, ITA, member institutions' tennis coaches and officials. More details [HERE](#).

**Assistant Director of Digital Communications - Social Media Strategy (NCAA / Indianapolis, IN)** Manage various outreach efforts of the NCAA's main communications office, assisting in the Association's social media efforts and other communications efforts as defined by the managing director of external affairs and director of digital communications. More details [HERE](#).

**Assistant Director of Athletics Communications (University of Notre Dame / South Bend, IN)** Join the Communications arm of Fighting Irish Media, which aims to engage and connect student-athletes, fans and alumni to Notre Dame. More details [HERE](#).

**Feature Content Specialist, On-Air Talent (Pennsylvania State University / University Park, PA)** Penn State Intercollegiate Athletics is seeking a candidate for a Feature Content Specialist and On-Air Talent. Typically requires a Bachelor's degree or higher plus four years of related experience. More details [HERE](#).

**Senior Associate Athletic Director (University of North Carolina at Chapel Hill / Chapel Hill, NC)** The University of North Carolina at Chapel Hill Department of Athletics is seeking applications for a Senior Associate Athletic Director for Student Athlete Health, Well Being and Program Outreach. More details [HERE](#).

**Assistant Athletic Director- Compliance (Rice University / Houston, TX)** This position is responsible for managing, developing, and implementing all aspects of the department's compliance program and the day to day operations of the compliance office. More details [HERE](#).

**Assistant Director of Marketing (Northwestern University / Evanston, IL)** Responsible for oversight of select sports. This position facilitates the creation & execution of strategic plans supporting brand awareness, ticket sales & other revenue-generating initiatives. More details [HERE](#).

**Head Coach - Women's Tennis (Middle Tennessee State University / Murfreesboro, TN)** Oversee all aspects of the University's NCAA Division I Women's Tennis program at Middle Tennessee State University. More details [HERE](#).

**Director, Athletics Advancement (Florida Gulf Coast University / Fort Myers, FL)** The Director, Athletics Advancement identifies, qualifies, cultivates, closes and stewards gifts from current and prospective donors for both Athletics and the FGCU Foundation. More details [HERE](#).

**Assistant Director of Annual Giving (Auburn Athletics / Tigers Unlimited / Auburn, AL)** This position will develop, coordinate, and implement programs, services, and fundraising activities aimed at raising awareness and advancement of Athletics development initiatives. More details [HERE](#).



**Associate/Assistant Athletic Director for Sports Medicine (Virginia Commonwealth University / Richmond, VA):** VCU Athletics invites applicants for an Assoc. Asst. AD for Sports Medicine who will be responsible for the direction and development of the entire Sports Medicine program. Sport assignment is MBB. More details [HERE](#).

**Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Director of the Mocs Club provides primary leadership for athletics annual fundraising efforts, specifically to increase Mocs Club membership and increase unrestricted giving to UTC Athletics. More details [HERE](#).

**Associate Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Associate Director will assist with athletics annual fundraising efforts, manage all aspects of the C Club, UTC's Letterwinners organization, and provide stewardship to all donors to UTC Athletics. More details [HERE](#).

**(NEW!) Athletics Development Coordinator (Boston University / Boston, MA):** This position is a key member of the Athletics Development staff, assisting the department toward its \$50 million goal as part of the \$1.5 billion goal in the Campaign for BU. More details [HERE](#).

**COORDINATOR OF WOMEN'S BASKETBALL OPERATIONS & PLAYER DEVELOPMENT (Middle Tennessee State University / Murfreesboro, TN):** The Coordinator of Women's Basketball Relations and Player Development will work directly with the Head Coach and the Director of the Academic Enhancement Center and assist with administrative aspects. More details [HERE](#).

**Head Coach, Women's Tennis (Brown University / Providence, RI):** This position is responsible for all aspects of the Women's Tennis program. The Incumbent also maintains positive relations with alumnae and friends groups. More details [HERE](#).

**Assistant Athletic Director, Creative and Digital Media (University of Oregon / Eugene, OR):** This role is responsible for leading and executing creative branding, digital, and social media strategy for Oregon Athletics. Building brand awareness and positive messaging for fans and constituents. More details [HERE](#).

**Athletics Business Manager (University of Louisville Athletic Association / Louisville, KY):** The Athletics Business Manager is responsible for oversight of the business operations of the U of L Athletic Department including budget, finance, accounting, travel, accounts payable/receivable, etc. More details [HERE](#).

**Director of Athletics Compliance (University of North Texas / Denton, TX):** Oversees the day-to-day compliance activities to meet NCAA, Conference USA, and University of North Texas requirements. Directs, addresses, and follows up on eligibility records for student athletes. More details [HERE](#).

**Assistant Director of Marketing (University of Louisville Athletic Association / Louisville, KY):** The Assistant Director of Marketing position serves as the marketing director and game director for all assigned Olympic sports for the University of Louisville Athletic Department. More details [HERE](#).

**Athletic Academic Advisor, Student Athlete Services (James Madison University / Harrisonburg, VA):** Assist the Associate AD for Student-Athlete Services in the organization, coordination and implementation of academic support services for student-athletes. More details [HERE](#).

**Head Coach, Womens Gymnastics (San Jose State University / San Jose, CA):** The Gymnastics Head Coach will report directly to the Senior Associate Athletics Director. Teach, motivate, and recruit student athletes. Details/apply: [http://www.sjsu.edu/hr/careers/jobs\\_id\\_24643](http://www.sjsu.edu/hr/careers/jobs_id_24643). More details [HERE](#).

**Head Baseball Coach (#11012) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution, is currently accepting applications for the position of Head Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Baseball Coach (#11015) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution is currently accepting applications for the position of Assistant Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Coach 1 - Hitting (Middle Tennessee State University / Murfreesboro, TN):** Assist the Head women's softball coach organize and administer all aspects of our NCAA Division I women's softball program. More details [HERE](#).

**Assistant Director of Ticket Operations (Army West Point Athletic Association / West Point, NY):** Responsible for assisting the Director of Operations, Army A Club with the overall operation of the Army A Club. More details [HERE](#).

**Director of Compliance for Eligibility/Assistant Director of Compliance for Eligibility (University of Michigan Athletic Department / Ann Arbor, MI):** This position will assist in a number of areas related to eligibility and recruiting and will have primary responsibility for managing the continuing, transfer, and initial eligibility process. More details [HERE](#).

**Director, Digital Media Strategy & Content (Mountain West Conference / Colorado Springs, CO):** The Mountain West is accepting applications for its Director, Digital Media Strategy & Content. The successful candidate will design & implement the digital media strategy for the Conference. More details [HERE](#).

**Athletics Marketing Coordinator (Eastern Michigan University / Ypsilanti, MI):** Assist with efforts to coordinate and implement marketing strategies to increase student attendance and engagement at home athletic events, and bring program visibility and awareness at home games. More details [HERE](#).

**Assistant Director of Group Sales (Baylor University / Waco, TX):** The Assistant Director of Group Sales is responsible for providing ticket sales assistance for the Department of Athletics as well as ensure group experience fulfillment. More details [HERE](#).

**Head Coach, Women's Softball (Quinnipiac University / Hamden, CT):** In this position, you will be responsible for total program management, including coaching, administration, recruitment and coordination of a collegiate women's softball program. More details [HERE](#).

**Head Women's Tennis Coach (University of Southern Mississippi / Hattiesburg, MS):** Head coach of the Southern Miss Women's Tennis program. Candidate will be responsible for coaching, recruiting, and overall operation and performance of Women's Tennis at Southern Miss. More details [HERE](#).

**Assistant Women's Lacrosse Coach (Quinnipiac University / Hamden, CT):** The assistant coach will engage in sport-specific coaching, recruitment, and student-athlete development with the women's lacrosse program. More details [HERE](#).



**Assistant Athletic Director – Marketing and Fan Experience (Air Force Academy Athletics Corporation / Colorado Springs, CO)** Works closely and collaboratively with AFAAC CEO and Associate Athletic Director for External Relations to develop an external vision for the department, which includes social media strategy, advertising campaigns, promotional schedules and marketing plans. More details [HERE](#).

**Assistant Athletic Director for Communications (Ohio University / Athens, OH)** Administer all components of sports information for Ohio University's 16 sports, to include the communication and distribution of sports related information to local, regional and national media. More details [HERE](#).

**Assistant Director for Athletics Communications (University of North Texas / Denton, TX)** UNT hiring for Assist Director-Athletics Communications. Resp. developing promotional & publicity strategies for dept. Digital & social media, dept website & traditional media relationship cultivation. More details [HERE](#).

**Assistant Director of Athletics for Compliance (College of Holy Cross / Worcester, MA)** Responsible for managing an NCAA Division I rules compliance program and enhancing a culture of compliance. Master's Degree or J.D. preferred. NCAA rules and regulations required. More details [HERE](#).

**Director of Athletic Marketing (Stony Brook University / Stony Brook, NY)** The Director of Athletic Marketing will support the Assistant AD Athletic Marketing in the development and execution of a comprehensive marketing plan for the Department of Athletics. More details [HERE](#).

**Financial Aid Coordinator - Athletics (University of North Texas / Denton, TX)** UNT is hiring for a Financial Aid Coordinator. Resp. day to day financial aid compliance, assist drafting & submitting waivers. Coordinate all financial-aid related activities for student athletes. More details [HERE](#).

**Assistant Director of Enforcement – Basketball Development (NCAA / Indianapolis, IN)** This position is responsible for developing specific expertise in men's and women's basketball recruiting environments. More details [HERE](#).

**Assistant Director of Enforcement – Football Development (NCAA / Indianapolis, IN)** This position is responsible for developing specific expertise in and knowledge of the football recruiting environment through monitoring, investigation, and outreach. More details [HERE](#).

**Assistant Director of Enforcement – Investigations and Processing (NCAA / Indianapolis, IN)** This position is responsible for investigating and processing potential violations of NCAA legislation, compiling and evaluating evidence of infractions, and drafting necessary submissions. More details [HERE](#).

**Assistant Director, Administration (Mississippi State University / Starkville, MS)** Plans, organizes, and facilitates activities for Director of Athletics and Department of Athletics Administration. More details [HERE](#).

**Account Executive-Corporate Partnerships (Peak Sports MGMT / Multiple Cities)** Position is responsible for, but not limited to, supporting their respective property in areas of game-day and event operations, activation, fulfillment, marketing, office and administrative support. More details [HERE](#).

**Associate Director, Athletic Facilities & Recreation (Babson College / Wellesley, MA)** The Associate Director is responsible for the management and daily operations of all athletics facilities, including daily and event operations, scheduling, security and programming. More details [HERE](#).

**Associate Athletics Director for Compliance (Vanderbilt University / Nashville, TN)** Responsible for daily management of the University's compliance efforts in intercollegiate athletics, including the education and enforcement of NCAA and Conference rules and regulations. More details [HERE](#).

**Assistant Commissioner for Compliance and Governance (America East Conference / Boston, MA)** Position is responsible for the conference's compliance program, student-athlete academic programs as well as NCAA legislation and governance strategy. More details [HERE](#).

**Digital Media Coordinator (Campbell University / Buies Creek, NC)** Responsible for assisting in all facets of athletics video, digital and social media. More details [HERE](#).

**Marketing & Events Assistant (Dartmouth College / Hanover, NH)** Successful candidate will assist in the creation and implementation of marketing plans for Dartmouth's ticketed sports. More details [HERE](#).

**Director of Football Gameday Operations (Pennsylvania State University / University Park, PA)** Penn State Intercollegiate Athletics is seeking applicants for a Director of Football Gameday Operations to direct all aspects of Penn State Football game day. Please apply online: [apptrak.com/1253439](http://apptrak.com/1253439). More details [HERE](#).

**Head Women's Golf Coach (University of Oregon / Eugene, OR)** This position is responsible for the management and administration of all phases of the women's golf program in a manner that upholds the philosophy and objectives of the Oregon Athletic Department. More details [HERE](#).

**Assistant Coach, Women's Soccer (UNC Wilmington / Wilmington, NC)** The Assistant Coach, Women's Soccer, assists the Head Coach in providing leadership for a NCAA Division I soccer program. Assist with all aspects of the women's soccer program. More details [HERE](#).

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[Forward](#)

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**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/3/2018 6:23 AM  
**To:** "William Griffith" <wsgriffith@att.net>  
**CC:**  
**Subject:** Re: Had enough

---

Thank you Mr. Griffith for your comments. I appreciate them,, thank you, Gene

Sent from my iPad

> On Aug 3, 2018, at 7:22 AM, William Griffith <wsgriffith@att.net> wrote:

>

> Dear AD Smith,

> Succinctly as possible- if Coach Meyer is fired over this “ he said/ she said” between an assistant coach and his wife- you sir, will follow him out the door.

> This is NOT a Title IX issue and the nest of Leftist vipers that OSU has become is an ongoing embarrassment to alumni.

>

> Sincerely,

> W. S. Griffith

> OSU '80

>

> Sent from my iPhone

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/3/2018 6:22 AM  
**To:** "Sheila Smith" [REDACTED]  
**CC:**  
**Subject:** Fwd: Tough times

---

Sent from my iPad

Begin forwarded message:

**From:** Tom Domin <[tomdomin@yahoo.com](mailto:tomdomin@yahoo.com)>  
**Date:** August 3, 2018 at 1:48:06 AM EDT  
**To:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** Tough times

Thought you might want to remember when life was simpler!

Good Luck

CHAMPIONSHIP, 1960-1961  
Fremont, Ohio,  
at Galion (Ohio)  
starter at quarter-

**JIM JOHNSON**  
*Defensive Backs*

In his second year as Irish assistant . . . previously spent four seasons at Indiana as line-backer coach and defensive coordinator . . . played quarterback and safety under Dan Devine at Missouri from 1960-62 . . . played one season in pros with Buffalo Bills . . . coaching credits include stops at Joplin (Mo.) High School, Missouri Southern and Drake, where he spent five years as offensive coordinator.



Dame assistant  
backer and de-  
f. Dan Devine  
came graduate  
at Springfield  
lege coaching  
ern Southern,  
viri State and

**JOE YONTO**

*Defensive Coordinator-Defensive Linemen*

Heads into 15th season as Notre Dame as-  
sistant, second as defensive coordinator  
played fullback and guard at Notre Dame  
from 1948-49. . . compiled 96-47-7 mark at  
Notre Dame High School in Niles, Ill., just  
prior to joining Irish staff in 1964 . . . also  
coached at St. Mary's High School in Michi-  
gan City, Ind., St. Stephen's in Port Huron,  
Mich., and Mount Carmel and St. Rita's in  
Chicago.

**GENE SMITH**

*Junior Varsity*

In initial season as full-time staff member after  
serving as Irish graduate assistant last fall  
came to Notre Dame following standout career  
at Chanel High School in Bedford, Ohio . . .  
injuries hampered his playing program at  
Notre Dame where he saw duty as an of-  
fensive guard, linebacker and defensive end  
... served as backup defensive end as senior  
in 1976 . . . continuing graduate work in  
international relations.

Sent from my iPhone



39 Tony Zappala  
DE • Sr.



1 Kerry Manarity  
QB • Sr.



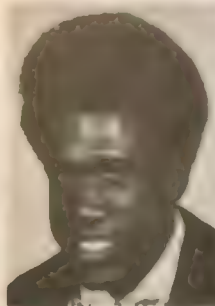
57 Elton Moore  
QB • Sr.



80 Don K...  
WR



69 Mark Ewald  
OT • Sr.



90 Gene Smith  
DE • Sr.



62 Tom Frericks  
OT • Sr.



38 Ken...  
HB

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/3/2018 6:22 AM  
**To:** "Tom Domin" <[tomdomin@yahoo.com](mailto:tomdomin@yahoo.com)>  
**CC:**  
**Subject:** Re: Tough times

---

You are the best!! Thanks TD...

Sent from my iPad

On Aug 3, 2018, at 1:48 AM, Tom Domin <[tomdomin@yahoo.com](mailto:tomdomin@yahoo.com)> wrote:

Thought you might want to remember when life was simpler!

Good Luck  
<[image1.jpeg](#)>

Sent from my iPhone  
<[image2.jpeg](#)>

**From:** "William Griffith" <wsgriffith@att.net>  
**Sent:** 8/3/2018 7:21 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Had enough

---

Dear AD Smith,

Succinctly as possible- if Coach Meyer is fired over this “ he said/ she said” between an assistant coach and his wife- you sir, will follow him out the door.

This is NOT a Title IX issue and the nest of Leftist vipers that OSU has become is an ongoing embarrassment to alumni.

Sincerely,  
W. S. Griffith  
OSU '80

Sent from my iPhone



**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/3/2018 6:21 AM  
**To:** "Tim Kotyuk" <tfk614@yahoo.com>  
**CC:**  
**Subject:** Re: Praying for you

---

Thank you Tim, your support is greatly appreciated... thank you so much, Gene

Sent from my iPad

> On Aug 2, 2018, at 8:46 PM, Tim Kotyuk <tfk614@yahoo.com> wrote:  
>  
> Gene-  
>  
> I am praying for you and Urban. I have great confidence in you and your ability and character. May the Lord guide you.  
>  
> Go Bucks! Go Firebirds!  
> Tim Kotyuk  
>  
> Sent from my iPhone

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/2/2018 5:56 PM  
**To:** "Amy Hay" <[amy\\_hay@aol.com](mailto:amy_hay@aol.com)>  
**CC:**  
**Subject:** Re: Urban

---

Thanks Amy, appreciate your comments, Gene

Sent from my iPad

On Aug 2, 2018, at 6:46 PM, Amy Hay <[amy\\_hay@aol.com](mailto:amy_hay@aol.com)> wrote:

As a huge Ohio State fan I would just like to say I appreciate the University and all you do for athletes, the community and education. That being said I would just like to say that I dont condone domestic violence of any kind but when is enough enough as far as getting involved and reporting it. I do believe Urban had no knowledge of it and as far as Shelly goes unless she is begged to help I cant see how she is obligated to report it.

Yesterday the Catholic Diocese released the names of 71 priests who had been accused of sexually assaulting someone within the church. Is everyone who knew in each of those 71 cases obligated to say something? Should they all lose their jobs?

Please take into consideration the mass of amount of lawsuits at the moment from athletes everywhere. Half I believe is just for money. In this case I believe she is in it for the money.

My opinion probably doesn't matter but I just wanted you to hear what I have to say as a regular non employee or affiliations with the University.

Thank you,  
Amy Hay

**From:** "Bob Katz" <[bob@koszdin.com](mailto:bob@koszdin.com)>  
**Sent:** 8/2/2018 3:23 PM  
**To:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**CC:**  
**Subject:** Re: coach meyer

---

i would have preferred a real response - not a canned one

On Thu, Aug 2, 2018 at 2:01 PM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

Thank you for your comments, they are greatly appreciated, gene

**From:** Bob Katz [<mailto:bob@koszdin.com>]  
**Sent:** Thursday, August 02, 2018 2:38 PM  
**To:** Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Cc:** President Michael V. Drake <[drake.379@osu.edu](mailto:drake.379@osu.edu)>  
**Subject:** coach meyer

dear mr. smith- i am an attorney in los angeles who practive empoment law. i graduated osu in 1972. i loved it there and care very much about my school. sometimes you need to be courageous not to do what is perceived to be politically correct,. i fully support the me too movement. in my opinion coach meyer should NOT be terminated. stand behind him.. Thank you.

--

**Robert A. Katz, Esq.**

KOSZDIN, FIELDS, SHERRY & KATZ

[6151 Van Nuys Blvd.](#)

[Van Nuys, CA 91401](#)

818.781.1503

--

**Robert A. Katz, Esq.**  
KOSZDIN, FIELDS, SHERRY & KATZ  
6151 Van Nuys Blvd.  
Van Nuys, CA 91401  
818.781.1503

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 4:02 PM  
**To:** "rcullen" <jazz@viewbender.com>  
**CC:** "President Michael V. Drake" <drake.379@osu.edu>, "OSU Board of Trustees" <board@osu.edu>  
**Subject:** RE: Suspension vs Termination

---

Thank you Rick for your comments, gene

-----Original Message-----

**From:** rcullen [mailto:jazz@viewbender.com]  
**Sent:** Thursday, August 02, 2018 3:18 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Cc:** President Michael V. Drake <drake.379@osu.edu>; OSU Board of Trustees <board@osu.edu>  
**Subject:** Suspension vs Termination

Dear Gene Smith,

I would hope the Ohio State University is more concerned about substance than with appearances. While I don't know the facts about what Urban Meyer knew and when, I plead for common sense.

Do we want a world without forgiveness? Where one gets slapped down hard for a non-egregious first offense? Crucified for what we should have known?

For what happened 3 years before new contract requirements?

Without facts, I can't judge. And the world has certainly changed. But a suspension without pay—for perhaps 1-3 games— seems more reasonable than termination.

Especially in light of Colorado's precedent.

Good luck with this issue,

Rick Cullen '73

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 4:00 PM  
**To:** "Michael George" <mgeorge18@gmail.com>  
**CC:**  
**Subject:** RE: Coach Urban Meyer

---

Thank you for your comments Mr. George, they are greatly appreciated, gene

**From:** Michael George [mailto:mgeorge18@gmail.com]  
**Sent:** Thursday, August 02, 2018 2:36 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Coach Urban Meyer

Dear Director Smith,

My name is Mike George. I am a 1978 graduate of Ohio State, a lifelong resident of Columbus and a lifelong fan of almost everything Ohio State does. I have been a club seat ticket holder for both basketball and football for many years. My wife Debbie and I also recently started funding a scholarship program for Ohio State students from the high schools in the areas some of my businesses are located. We are grateful and happy to be able to do these things.

The Urban Meyer situation has really angered me. Of course I don't know all the facts, but based on previous actions, I fear the Athletic Department and Administration is not going to even consider standing behind Coach Meyer. It certainly appears he made some mistakes. But do they rise to level of termination? Or is the University just looking at it from a view of possible liability in the future. I'm sorry, but sometimes you have to take a chance and go to bat for a person that has done everything thing you have asked him to do in his job. Fear of lawsuits or damage to "image" shouldn't trump doing right by the employee.

Ohio State has gone all in on athletics. They use athletics to raise a lot of money for other important things the university does. And many of us who support the university also enjoy the athletics part of it. For Ohio State to encourage and cultivate that, then possibly pull the rug out from under a person who has done so much to further your exact mission seems very, very hypocritical.

For once I would like to see Ohio State stand behind Urban Meyer and say "Coach Meyer definitely made some mistakes and he will be disciplined for them. But we do not believe they rise to the level of termination, considering everything this man has done for this university." (Not to mention the fact that he seemed to be trying to help a family he loved and was very close to).

I am hopeful that will happen. I never thought my support for Ohio State could be weakened, but this issue and its possible outcome has caused me to really think about it. Please don't view this a some kind of threat, but if I feel this way, there are probably many more Buckeyes who feel the same and just want to make you aware.

Thank you for your time,

Respectfully,

--

Michael George

*Kelly's Market*  
*Ashville IGA*  
*Express Beverage Center*  
*Ashville Beverage Center*

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:59 PM  
**To:** "Gerd Leopoldt" <gerdleopoldt@gmail.com>  
**CC:**  
**Subject:** RE: Coach Meyer

---

Thank you for your comments, gene

-----Original Message-----

**From:** Gerd Leopoldt [mailto:gerdleopoldt@gmail.com]  
**Sent:** Thursday, August 02, 2018 1:39 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Coach Meyer

To be succinct, if Coach Meyer is fired over THIS, forget any future donations to OSU or OSU Med School. You need to stand up to the mob mentality.

Gerd Leopoldt, M.D.

**From:** "Smith, Eugene" <smith.5407@osu.edu>

**Sent:** 8/2/2018 3:58 PM

**To:** "Jeff McDaniel" <mcmack2501@embarqmail.com>, "President Michael V. Drake" <drake.379@osu.edu>

**CC:**

**Subject:** RE: Urban Meyer

---

Thank you for your comments, they are appreciated, gene

**From:** Jeff McDaniel [mailto:mcmack2501@embarqmail.com]

**Sent:** Thursday, August 02, 2018 1:05 PM

**To:** Smith, Eugene <smith.5407@osu.edu>; President Michael V. Drake <drake.379@osu.edu>

**Subject:** Urban Meyer

Gentlemen,

If Urban Meyer is fired without 100%, definitive proof that he knew of suspected domestic violence and failed to report it, and therefore violated the terms of his contract, that would be shameful. And spineless. Bob Stoops mishandled violence by one of his players. Not fired. Tom Izzo, same, but multiple players. Not fired. Brian Kelly essentially killed a person. Not fired. But it wouldn't surprise me at all if Meyer is spinelessly fired solely due to the media firestorm.

If Meyer is fired, with our without said definitive proof, Gene Smith also should be fired, as this would be two very ugly terminations of the University's highest-profile employee under his watch. If the University demands accountability from coaches and players, it should demand it from the AD.

Thank you,  
Jeff McDaniel  
Class of 1993



**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:57 PM  
**To:** "Bobby Tharp" <bnst77@yahoo.com>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, Gene

**From:** Bobby Tharp [mailto:bnst77@yahoo.com]  
**Sent:** Thursday, August 02, 2018 12:35 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

Mr Smith,  
Please do not fire Coach Meyer over this shady domestic problem that has came up.

Thank you  
Bobby Tharp

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:57 PM  
**To:** "Hall, Katie" <hall.738@osu.edu>  
**CC:**  
**Subject:** FW: When Family Matters Most

---

For the boss,, gene

**From:** Wood, Jamie  
**Sent:** Thursday, August 02, 2018 11:34 AM  
**To:** Sabau, Diana <sabau.2@osu.edu>; Smith, Eugene <smith.5407@osu.edu>  
**Cc:** Kume, Justin <kume.4@osu.edu>; LaPalombara, Paia <lapalombara.2@osu.edu>  
**Subject:** FW: When Family Matters Most

Gene and Diana,

Just a heads up on a message/request I received this AM from [REDACTED] Please let me know if there is anything we can assist with in this space.

Thanks,  
JW

**From:** [REDACTED]  
**Sent:** Thursday, August 02, 2018 9:47 AM  
**To:** Wood, Jamie <[wood.719@osu.edu](mailto:wood.719@osu.edu)>  
**Subject:** Fwd: When Family Matters Most

FYI Received MANY MANY calls on yesterday so we had a Board meeting last night and felt it was necessary to issue this to our Parents.

I HOPE TOSU is working on a message to the parents or some form of outreach communication.

----- Forwarded message -----

**From:** FPAOS <[contactfpaos@gmail.com@mail.benchmarkapps.com](mailto:contactfpaos@gmail.com@mail.benchmarkapps.com)>  
**Date:** Wed, Aug 1, 2018 at 9:59 PM  
**Subject:** When Family Matters Most  
**To:** [REDACTED]

## **FPAOS = THE FAMILY UNIT**

### **The Football Parents Association At Ohio State**

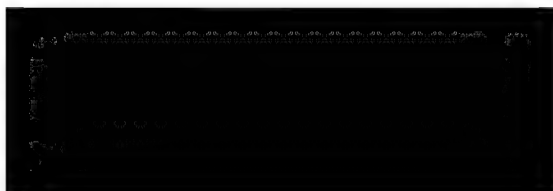
Dear Fellow Buckeye Parents:

When things are the most difficult and challenging, that's when we find out what we are really made of. Today, we received news that affects our Buckeye Family. When things seem the hardest, family sticks together. *Our job, our responsibility, our focus* is the well-being of our sons! Today, we spoke with our son and encouraged him to be a leader and to remain focused on achieving his goals, to remain focused on the TEAM, to remain confident in his God-Given abilities.

We stand together for our sons, and it is our desire that each of you encourage your sons to stay positive and strong. Together, as a Family-Unit, we will make it.

Let's remain positive and prayerful for our boys and everyone involved.

Let's Step Up and Show Up!



Button

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**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:57 PM  
**To:** "Bobby Tharp" <bnst77@yahoo.com>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, Gene

**From:** Bobby Tharp [mailto:bnst77@yahoo.com]  
**Sent:** Thursday, August 02, 2018 12:35 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

Mr Smith,  
Please do not fire Coach Meyer over this shady domestic problem that has came up.

Thank you  
Bobby Tharp

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:55 PM  
**To:** "Schaffner, Jorn M." <jorn@osumsolutions.com>  
**CC:**  
**Subject:** RE: Full Support of Urban Meyer

---

Thank you for your comments, they are greatly appreciated, gene

-----Original Message-----

**From:** Jorn Schaffner [mailto:jorn@osumsolutions.com]  
**Sent:** Thursday, August 02, 2018 10:56 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Full Support of Urban Meyer

Mr. Smith,

I am certain you are receiving lots of feedback regarding the current situation with the football program.

I am writing to let you know that I fully support Urban Meyer, and would like him to be re-instated and to remain the Ohio State football coach.

I will be exceptionally disappointed with Ohio State if they terminate Urban Meyer over an alleged domestic issue between two people in their own home, for which neither the police nor prosecutors pressed charges, after an investigation, and the police redacted any documentation related to all incidents, prior to the media reports on July 23-24, 2018.

This is an issue with the directly involved parties. This is a Powell Police and prosecutor issue. This is not an Ohio State University issue. This is not an Urban and Shelley Meyer issue.

If there is nothing more to this than what has been reported, it will be a ridiculously poor decision to terminate Urban Meyer.

Moreover, it will lead me to absolutely question any further support, financial or otherwise, of The Ohio State University, and the Athletic Department going forward.

I appreciate your consideration, and thank you for your time.

Thank you,  
Jorn

Jorn M. Schaffner  
Ohio State Class of 1991  
Lifetime Gifts to Ohio State: \$122,630.43 Buckeye Club National Champions Level Football Club Seat Holder

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:55 PM  
**To:** "Jo Potuto" <jpotuto1@unl.edu>  
**CC:**  
**Subject:** RE:

---

Thank you Jo, means a great deal to me, gene

-----Original Message-----

**From:** Jo Potuto [mailto:jpotuto1@unl.edu]  
**Sent:** Thursday, August 02, 2018 10:47 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:**

Gene. You have my empathy and sympathy as you work through the Urban Meyer issues. I guess dealing with it now is better than in season, but . . . . I consult on this stuff, and do presentations, and i know from that experience how hard it is to deal with one's own people — to be fair to them but also to manage the public perception and not to downplay the impact on a victim. BPeople are too quick to jump to conclusions and also to see a matter as clear and un-nuanced. From what I see, you are doing very well. Whatever you decide, you have my support. Jo

Josephine (Jo) R. Potuto  
College of Law  
University of Nebraska  
Sent from my iPhone



**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:54 PM  
**To:** "boteach@aol.com" <boteach@aol.com>  
**CC:**  
**Subject:** RE: In Support of Urban Meyer

---

Thank you for your comments, they are greatly appreciated, Gene

**From:** boteach@aol.com [mailto:boteach@aol.com]  
**Sent:** Thursday, August 02, 2018 10:46 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** In Support of Urban Meyer

Mr. Smith:

I hold two degrees from Ohio State, and I'm not going to lie. I love OSU Football.

Domestic violence is a horrible, horrible thing, and people who commit such acts should face consequences. However, in this situation, that person is Zach Smith, not Urban Meyer. I wholeheartedly support Zach's termination, but I implore you and all parties who are in decision-making positions to not act against Urban Meyer without proof.

Shelley Meyer is NOT her husband, and Urban Meyer is NOT his wife. Automatically assuming that Urban had knowledge of events just because Shelley did rises to the level of mind-reading. Proof is one thing. Innuendo is something else.

Also, in terms of Coach's contract, yes, he had an obligation to report, but law enforcement already knew. Police reports confirm that. By Courtney Smith's own account, her own parents knew. Zach Smith's behavior was already part of the public record. Unless Urban Meyer has been explicitly told that he must also report regardless of the fact that such allegations have already been reported to law enforcement, this is a stretch to me. Even if Coach Meyer did know (which again, hasn't been proven), he wasn't the only one with this knowledge and hiding some terrible secret. Authorities were aware of the situation.

Please do not allow the horrible connotation associated with domestic violence to cloud the central issue as it pertains to Urban Meyer. Coach Meyer did not commit the abuse. Zach Smith was an adult subordinate of Coach Meyer. Requiring a coach to keep tabs on the marriages and personal behaviors of his adult employees is a slippery slope. Students and football players are one thing, but prying into the lives of subordinate employees in order to ensure that you are "aware" of everything seems somewhat intrusive. That's the type of precedent that you might be setting here.

If Urban Meyer is terminated, it should be because Ohio State has unequivocal proof that Urban Meyer did wrong. Not maybe did wrong, Not probably did wrong. Not Urban and Shelley are married, so that supposedly "tells" us he did wrong, and not because ESPN thinks he did wrong. Proof. Do not succumb to a media blitz and judgements made on social media. Just don't.

Andrea Bown  
OSU '92 and '94

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:53 PM  
**To:** "Cindy Weaver" <cindyweaver1964@aim.com>  
**CC:**  
**Subject:** RE: OSU football

---

Thank you for your comments Ms. Weaver, Gene

-----Original Message-----

**From:** Cindy Weaver [mailto:cindyweaver1964@aim.com]  
**Sent:** Thursday, August 02, 2018 10:20 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** OSU football

Dear Mr Smith,

I am a 1986 OSU alum and a football season ticket holder. If Urban Meyer gets fired over something that was beyond his control and over something that the politically correct crowd demands, then this university has seen its last monetary donation and never again will we buy season tickets. This is petty and unnecessary. FIGHT FOR HIM! He's worth it.

Sincerely,  
Cindy Weaver

Sent from my iPad

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:53 PM  
**To:** "steve v" <svarlas@hotmail.com>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, gene

**From:** steve v [mailto:svarlas@hotmail.com]  
**Sent:** Thursday, August 02, 2018 10:06 AM  
**To:** President Michael V. Drake <drake.379@osu.edu>; Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

I want Urban Meyer reinstated immediately.

If he is fired I will spend my thousands of dollars on football on political groups to remove all admin from OSU.

Sent from my Verizon, Samsung Galaxy smartphone

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:52 PM  
**To:** "Dewey Boecker" <dfboecker@hotmail.com>, "President Michael V. Drake" <drake.379@osu.edu>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, Gene

**From:** Dewey Boecker [mailto:dfboecker@hotmail.com]  
**Sent:** Thursday, August 02, 2018 9:36 AM  
**To:** President Michael V. Drake <drake.379@osu.edu>; Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

Gentlemen,

As a proud graduate of The Ohio State University and a lifelong supporter of Ohio State, I am writing you to demand that you take FAIR and PRUDENT action in your handling of Coach Meyer's situation. Do not fall into the mob mentality justice that is infesting our society today.

Do not allow the University to get bullied into sacrificing Coach Meyer to the bloodthirsty mob. Stand up for our coach and our University! Do the RIGHT thing, not the easy thing.

Duane Boecker  
OSU Class of 1998

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:52 PM  
**To:** "Mark Brandt" <mjbrandt2000@yahoo.com>  
**CC:**  
**Subject:** RE: Reinstate Urban!

---

Thank you for your comments, gene

**From:** Mark Brandt [mailto:mjbrandt2000@yahoo.com]  
**Sent:** Thursday, August 02, 2018 9:35 AM  
**To:** President Michael V. Drake <drake.379@osu.edu>; Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Reinstate Urban!

I am an alumni '94 and come from a family (mine and my wife's family) of OSU alumni and supporters. I have 2 nephews currently enrolled at OSU.

We are all disgusted at this witch hunt and we ask that you reinstate Coach Meyer immediately. He did nothing wrong here and should not be punished for the private family issues of a former assistant coach.

Thank you.

Mark Brandt

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:51 PM  
**To:** "Mark Cramer" <cramer39@hotmail.com>  
**CC:**  
**Subject:** RE: Urban

---

Thank you for your comments, gene

-----Original Message-----

**From:** Mark Cramer [mailto:cramer39@hotmail.com]  
**Sent:** Thursday, August 02, 2018 9:13 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban

As a long time donor to Ohio State, I want you to know if you fire Urban, or force his resignation, I will never donate another penny to Ohio State

Mark & Debbie Cramer



Sent from my iPhone

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/2/2018 3:51 PM  
**To:** "Shockley, Anthony" <ashockley@sfg4you.com>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, Gene

**From:** Shockley, Anthony [mailto:ashockley@sfg4you.com]  
**Sent:** Thursday, August 02, 2018 8:43 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

If you fire Coach Meyer over this incident, I will never buy another OSU football ticket again. I will also terminate my membership in the President's and Buckeye clubs. Think about how many other season ticket holders that will feel the same way.

No boss should be obligated to fire an employee because of a domestic dispute. Was Zach Smith prosecuted for beating his wife? If he was, there should be some public record of it and there was no cover up. If he wasn't, then there is certainly NO obligation for Urban to do anything about it.

Tony Shockley. 83 BA. 85 MA

Anthony R. Shockley, CLU, CLTC

Please note my new email address: [ashockley@sfg4you.com](mailto:ashockley@sfg4you.com)

Signature Financial Group, LLC  
445 Hutchinson Ave. Ste. 800  
Columbus, OH. 43235

Registered Representative/Securities offered through Signator Investors, Inc. Member FINRA, SIPC.

Anthony R. Shockley, CLU, CLTC

Please note my new email address: [ashockley@sfg4you.com](mailto:ashockley@sfg4you.com)

Signature Financial Group, LLC



445 Hutchinson Ave. Ste. 800  
Columbus, OH. 43235

Registered Representative/Securities offered through Signator Investors, Inc. Member FINRA, SIPC.

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**From:** "rcullen" <jazz@viewbender.com>  
**Sent:** 8/2/2018 12:17 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:** "President Michael V. Drake" <drake.379@osu.edu>, "OSU Board of Trustees" <board@osu.edu>  
**Subject:** Suspension vs Termination

---

Dear Gene Smith,

I would hope the Ohio State University is more concerned about substance than with appearances. While I don't know the facts about what Urban Meyer knew and when, I plead for common sense.

Do we want a world without forgiveness? Where one gets slapped down hard for a non-egregious first offense? Crucified for what we should have known?

For what happened 3 years before new contract requirements?

Without facts, I can't judge. And the world has certainly changed. But a suspension without pay—for perhaps 1-3 games— seems more reasonable than termination.

Especially in light of Colorado's precedent.

Good luck with this issue,

Rick Cullen '73

**From:** "Michael George" <mgeorge18@gmail.com>  
**Sent:** 8/2/2018 2:35 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Coach Urban Meyer

---

Dear Director Smith,

My name is Mike George. I am a 1978 graduate of Ohio State, a lifelong resident of Columbus and a lifelong fan of almost everything Ohio State does. I have been a club seat ticket holder for both basketball and football for many years. My wife Debbie and I also recently started funding a scholarship program for Ohio State students from the high schools in the areas some of my businesses are located. We are grateful and happy to be able to do these things.

The Urban Meyer situation has really angered me. Of course I don't know all the facts, but based on previous actions, I fear the Athletic Department and Administration is not going to even consider standing behind Coach Meyer. It certainly appears he made some mistakes.

But do they rise to level of termination? Or is the University just looking at it from a view of possible liability in the future. I'm sorry, but sometimes you have to take a chance and go to bat for a person that has done everything thing you have asked him to do in his job. Fear of lawsuits or damage to "image" shouldn't trump doing right by the employee.

Ohio State has gone all in on athletics. They use athletics to raise a lot of money for other important things the university

does. And many of us who support the university also enjoy the athletics part of it. For Ohio State to encourage and cultivate

that, then possibly pull the rug out from under a person who has done so much to further your exact mission seems very, very hypocritical.

For once I would like to see Ohio State stand behind Urban Meyer and say "Coach Meyer definitely made some mistakes and he will

be disciplined for them. But we do not believe they rise to the level of termination, considering everything this man has done for this university."

(Not to mention the fact that he seemed to be trying to help a family he loved and was very close to).

I am hopeful that will happen. I never thought my support for Ohio State could be weakened, but this issue and its possible outcome has

caused me to really think about it. Please don't view this a some kind of threat, but if I feel this way, there are probably many more

Buckeyes who feel the same and just want to make you aware.

Thank you for your time,

Respectfully,

--

Michael George

*Kelly's Market*

*Ashville IGA*

*Express Beverage Center*

*Ashville Beverage Center*

**From:** "Gerd Leopoldt" <gerdleopoldt@gmail.com>

**Sent:** 8/2/2018 11:38 AM

**To:** "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** Coach Meyer

---

To be succinct, if Coach Meyer is fired over THIS, forget any future donations to OSU or OSU Med School. You need to stand up to the mob mentality.

Gerd Leopoldt, M.D.

**From:** "Marvin Roberts" <marvinroberts12@yahoo.com>

**Sent:** 8/2/2018 12:13 PM

**To:** "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** Retain Urban Meyer As Head Coach

---

Dear Mr. Smith, This is a bunch of billshir designed to bring down Urban Meyer and the OSU football program. If you fire him, we are going to come after you. In other words, kiss your job goodbye.

**From:** "Jeff McDaniel" <mcmack2501@embarqmail.com>

**Sent:** 8/2/2018 1:05 PM

**To:** "Smith, Eugene" <smith.5407@osu.edu>, "President Michael V. Drake" <drake.379@osu.edu>

**CC:**

**Subject:** Urban Meyer

---

Gentlemen,

If Urban Meyer is fired without 100%, definitive proof that he knew of suspected domestic violence and failed to report it, and therefore violated the terms of his contract, that would be shameful. And spineless. Bob Stoops mishandled violence by one of his players. Not fired. Tom Izzo, same, but multiple players. Not fired. Brian Kelly essentially killed a person. Not fired. But it wouldn't surprise me at all if Meyer is spinelessly fired solely due to the media firestorm.

If Meyer is fired, with or without said definitive proof, Gene Smith also should be fired, as this would be two very ugly terminations of the University's highest-profile employee under his watch. If the University demands accountability from coaches and players, it should demand it from the AD.

Thank you,  
Jeff McDaniel  
Class of 1993



**From:** "Emig, Jerry" <emig.2@osu.edu>  
**Sent:** 8/2/2018 11:52 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>  
**CC:** "Wallenberg, Dan" <wallenberg.1@osu.edu>  
**Subject:** Here's statement that Univ Comm wants to get out now

---

Sounds like additional info won't be ready for awhile; thus Chris/Ann/Ben want to get this advisory out now.

### **Aug. 2 Statement on football media availability**

The university is committed to supporting our student-athletes as they prepare for the upcoming semester. Due to the ongoing investigation, football coaches and student-athletes will not be available for interviews until further notice and all practices will be closed. We anticipate providing an update on availability Monday.

### **Jerry Emig**

Associate Director | Ohio State Athletics Communications  
Fawcett Center, 6th floor | 2400 Olentangy River Rd. | Columbus, OH 43210

T 614.688.0343

C 

Twitter @BuckeyeNotes

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** "Bobby Tharp" <bnst77@yahoo.com>  
**Sent:** 8/2/2018 11:34 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Urban Meyer

---

Mr Smith,  
Please do not fire Coach Meyer over this shady domestic problem that has came up.

Thank you  
Bobby Tharp

**From:** "Johnson, Benjamin" <johnson.7149@osu.edu>

**Sent:** 8/2/2018 10:19 AM

**To:** "Hamilton, Ann" <hamilton.847@osu.edu>, "Davey, Christopher" <davey.8@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>

**CC:** "Emig, Jerry" <emig.2@osu.edu>, "Moormann, Rob" <moormann.3@osu.edu>

**Subject:** RE: Urban and Zach Contracts

---

Thanks, all. I will begin releasing momentarily.

**From:** Hamilton, Ann

**Sent:** Thursday, August 2, 2018 11:00 AM

**To:** Johnson, Benjamin <johnson.7149@osu.edu>; Davey, Christopher <davey.8@osu.edu>; Sabau, Diana <sabau.2@osu.edu>; Smith, Eugene <smith.5407@osu.edu>

**Cc:** Emig, Jerry <emig.2@osu.edu>; Moormann, Rob <moormann.3@osu.edu>

**Subject:** RE: Urban and Zach Contracts

Ben, I am with CC and others - yes, release.

**From:** Johnson, Benjamin

**Sent:** Thursday, August 2, 2018 10:56 AM

**To:** Hamilton, Ann <[davey.8@osu.edu](mailto:davey.8@osu.edu)>; Sabau, Diana <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>

**Cc:** Emig, Jerry <[moormann.3@osu.edu](mailto:moormann.3@osu.edu)>

**Subject:** Urban and Zach Contracts

We're getting a lot of requests for Urban and Zach's contracts. We've released them before and many in the media already have them. Any issues with providing them when asked?

Tnx

Ben

**From:** "Moormann, Rob" <moormann.3@osu.edu>

**Sent:** 8/2/2018 10:00 AM

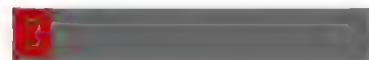
**To:** "Smith, Eugene" <smith.5407@osu.edu>, "Johnson, Benjamin" <johnson.7149@osu.edu>, "Hamilton, Ann" <hamilton.847@osu.edu>, "Davey, Christopher" <davey.8@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>

**CC:** "Emig, Jerry" <emig.2@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>, "Hainer, Scott" <hainer.8@osu.edu>

**Subject:** RE: Urban and Zach Contracts

---

Krissy is pulling together Urban's personnel file for our immediate review.



**Rob Moormann**

Director of Public Records

Office of University Compliance and Integrity

South Campus Gateway, 21 E. 11<sup>th</sup> Ave., Columbus, OH 43201

614-247-2260 Office

[moormann.3@osu.edu](mailto:moormann.3@osu.edu)

[osu.edu](http://osu.edu)

*Buckeyes consider the environment before printing.*

**From:** Smith, Eugene

**Sent:** Thursday, August 2, 2018 10:59 AM

**To:** Johnson, Benjamin <johnson.7149@osu.edu>; Hamilton, Ann <hamilton.847@osu.edu>; Davey, Christopher <davey.8@osu.edu>; Sabau, Diana <sabau.2@osu.edu>

**Cc:** Emig, Jerry <emig.2@osu.edu>; Moormann, Rob <moormann.3@osu.edu>; Mullins, Krissy <mullins.180@osu.edu>

**Subject:** RE: Urban and Zach Contracts

Good to go on my end,, I also believe we have a request for Urbans personnel file,, which we should release as well. in my view, release all we have,,,g

**From:** Johnson, Benjamin

**Sent:** Thursday, August 02, 2018 10:56 AM

**To:** Hamilton, Ann <davey.8@osu.edu>; Sabau, Diana <smith.5407@osu.edu>

**Cc:** Emig, Jerry <moormann.3@osu.edu>

**Subject:** Urban and Zach Contracts

We're getting a lot of requests for Urban and Zach's contracts. We've released them before and many in the media already have them. Any issues with providing them when asked?

Tnx

Ben

**From:** "Moormann, Rob" <moormann.3@osu.edu>

**Sent:** 8/2/2018 9:59 AM

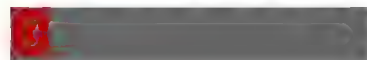
**To:** "Johnson, Benjamin" <johnson.7149@osu.edu>, "Hamilton, Ann" <hamilton.847@osu.edu>, "Davey, Christopher" <davey.8@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>

**CC:** "Emig, Jerry" <emig.2@osu.edu>

**Subject:** RE: Urban and Zach Contracts

---

I have no concerns. Here is the complete Urban contract including addendum 4 (just in case you'd like to use this version).



**Rob Moormann**

Director of Public Records

Office of University Compliance and Integrity

South Campus Gateway, 21 E. 11<sup>th</sup> Ave., Columbus, OH 43201

614-247-2260 Office

[moormann.3@osu.edu](mailto:moormann.3@osu.edu)

[osu.edu](http://osu.edu)

*Buckeyes consider the environment before printing.*

**From:** Johnson, Benjamin

**Sent:** Thursday, August 2, 2018 10:56 AM

**To:** Hamilton, Ann <hamilton.847@osu.edu>; Davey, Christopher <davey.8@osu.edu>; Sabau, Diana <sabau.2@osu.edu>; Smith, Eugene <smith.5407@osu.edu>

**Cc:** Emig, Jerry <emig.2@osu.edu>; Moormann, Rob <moormann.3@osu.edu>

**Subject:** Urban and Zach Contracts

We're getting a lot of requests for Urban and Zach's contracts. We've released them before and many in the media already have them. Any issues with providing them when asked?

Tnx

Ben

## **EMPLOYMENT AGREEMENT**

The Ohio State University ("Ohio State") and Urban F. Meyer ("Coach") agree as follows:

### **1.0 Employment**

1.1 Subject to the terms and conditions of this agreement, Ohio State hereby employs Coach as the head coach of its football team (the "Team"). Coach represents and warrants that, to the best of his knowledge as of the date hereof, he is fully qualified and physically fit to serve, and is available for employment, in this capacity.

1.2 Coach shall be responsible to, and shall serve at the pleasure of Ohio State's Director of Athletics (the "Director") and shall report directly to the Director only and shall confer with the Director or the Director's designee on all administrative and technical matters. Coach shall also confer with the Director or the Director's designee, and reach mutual agreement, before Coach promises to award any athletic scholarships to Coach's current or prospective student-athletes. Coach shall also be under the general supervision of Ohio State's President.

1.3 The parties recognize that the Director is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall have sole responsibility to manage and supervise the Team and shall perform such other customary duties which are consistent with his status as the head football coach of a top tier Division 1-A program, as the Director may reasonably assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

## **2.0 Term**

2.1 This agreement is for a fixed-term appointment commencing on November 28, 2011 and terminating, without further notice to Coach, on January 31, 2018. The parties intend that, unless extended in accordance with the terms hereof, this agreement shall cover employment of Coach as head football coach for the 2012, 2013, 2014, 2015, 2016 and 2017 intercollegiate football seasons (including pre-season, post-season and championship play) and recruiting for such seasons, as well as preliminary recruiting for the 2018 season.

2.2 This agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties. This agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this agreement count in any way toward tenure at Ohio State.

2.3 The Director shall evaluate Coach annually and will discuss the evaluation with Coach.

## **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this agreement, Ohio State shall pay Coach:

- a. Base salary at the rate of Seven Hundred Thousand Dollars (\$700,000) per year. During the period beginning November 28, 2011 and ending January 31, 2013, the base salary shall be payable as follows: (i) Two Hundred Fifty Thousand Dollars (\$250,000) for transition purposes in the December 31, 2011 paycheck; (ii) Thirty-Seven Thousand Five Hundred Dollars (\$37,500) per month during the period beginning December 1, 2011 and ending November 30, 2012; and (iii) Fifty-Eight Thousand Three Hundred Thirty Three Dollars and 33 Cents (\$58,333.33) per month beginning December 1, 2012 and ending January 31, 2013. Thereafter, Coach's annual term of the agreement shall be February 1 through January 31 and Coach's annual base salary shall be payable in substantially equal monthly installments in accordance with normal Ohio State procedures. Coach shall be eligible to receive base salary compensation increases, as approved by Ohio State's Board of Trustees, on or after February 1, 2013;



- b. Ohio State shall pay Coach an additional, one-time transition payment of Two Hundred Fifty Thousand Dollars (\$250,000) upon execution of this agreement;
- c. Ohio State shall also make an annual contribution in the amount of Forty Thousand Dollars (\$40,000) to a defined contribution plan maintained by Ohio State and intended to be qualified under Section 401(a) of the Internal Revenue Code of 1986, as amended (the "Code") (such plan hereinafter referred to as the "DC Plan") on December 31<sup>st</sup> of each year that Coach is employed as Head Football Coach beginning December 31, 2012;
- d. Such normal employee benefits as Ohio State provides generally to its senior administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- e. Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

3.2 Media, Promotions and Public Relations. Ohio State shall also pay Coach compensation in consideration of Coach's services related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that he shall use his reasonable best efforts (schedule permitting) to make himself reasonably available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs. Notwithstanding the foregoing, it is agreed that Coach shall have the right (provided that Coach receives prior approval from the Director in accordance with Section 4.4 hereof) to participate in certain ventures that, in Ohio State's reasonable, good faith opinion, do not conflict or compete with the Programs contemplated hereunder, such non-competing ventures may include, without limitation, instructional videos and

shows, motivational programming and documentaries, provided that such ventures do not violate Ohio's ethics laws or other laws or University Rules<sup>1</sup>.

Coach agrees to work with Ohio State in an effort to make the Programs successful. Subject to the demands of scheduled Team practices and games, Coach agrees to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. In particular, Coach agrees to provide his services to, and perform to the best of his ability on, the following Programs:

- a. A live weekly head coach's radio show on which Coach personally appears, of up to one hour in length, to be broadcast each week beginning the week before the first football game of the season and ending the week after the last game of the season, including any post-season game in which Ohio State plays;
- b. A daily head coach's radio show, consisting of a taped interview with Coach, of up to ten minutes in length, to be broadcast each day beginning the Monday before the first game of the season and ending the Friday after the last game of the season including any post-season game. The exact time and location of the taping of such show shall be mutually agreed upon between Coach and the producer of the Programs;
- c. A pre-game radio show consisting of a taped or live interview program with Coach, up to twenty minutes in length, to be broadcast prior to each football game broadcast over the network. The exact time and location of such interview program shall be mutually agreed upon between Coach and the producer of the Programs;
- d. A post-game radio show consisting of a live interview program with Coach or one of his assistant coaches, up to twenty minutes in length, to be broadcast following each football game broadcast over the network. If Coach does not personally appear on the post-game show, Coach agrees to make available an assistant coach from the football coaching staff;

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<sup>1</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

- e. A weekly television show (live or taped) on which Coach personally appears, of up to forty minutes in length, to be broadcast on the game week or the Sunday following each football game as well as a pre-season show and a post-season show (a minimum of 11 shows per season), currently titled "Buckeye Football Weekly" or other weekly television show to which Ohio State may license its rights during the term of this agreement. The exact time and location of such show shall be mutually agreed upon between Coach and the producer of the Programs;
- f. Participate, as mutually agreed, in providing content (which may or may not ultimately be used) to Ohio State's football website (with a current domain name of "Coachurbanmeyer.com") to either Ohio State or Ohio State's current third-party rights holder of such website. The parties recognize that Ohio State owns the domain name "Coachurbanmeyer.com" and that Ohio State agrees to promptly (upon request by Coach) assign at Coach's sole cost all of the rights in such domain name to Coach at the termination or expiration of this agreement; and
- g. Any other programs or appearances or any reasonable modifications to the above appearances that the parties mutually agree upon, although this does not create any additional obligation(s) of Coach unless the parties otherwise mutually agree (if the parties mutually agree, then such additional obligation(s) shall continue through the end of the applicable football regular and post-season).

Ohio State shall use its best efforts to negotiate with RadiOhio, Inc. ("WBNS") to schedule the shows set forth in paragraphs (a) through (g), if necessary, to accommodate scheduling conflicts due to Coach's coaching duties.

In addition, Coach agrees to perform all other duties as reasonably requested by the Director of Athletics in an effort to make the Programs successful. Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property (all intellectual property registrations to be owned solely by Ohio State). Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored

Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.4. of this agreement).

It is understood that Coach shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear in any other regular television coach's show, call-in show or interview show. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

In exchange for these services, Ohio State guarantees that Coach shall receive compensation during his employment as Head Football Coach with Ohio State at the rate of One Million, Eight Hundred Fifty Thousand Dollars (\$1,850,000) per year. Such compensation shall be paid as follows:

- (1) For the period of November 28, 2011 through January 31, 2012, Ohio State shall pay Coach the amount of Three Hundred Eight Thousand Three Hundred Thirty-Three Dollars and Thirty-Four Cents (\$308,333.34).
- (2) For the period beginning February 1, 2012 and ending August 31, 2012, Ohio State shall pay Coach One Million Seventy-Nine Thousand One Hundred Sixty-Six Dollars and Sixty-Seven Cents (\$1,079,166.67) in substantially equal monthly installments and in accordance with normal Ohio State procedures.
- (3) For the period beginning September 1, 2012 and ending on January 31, 2013, Ohio State shall pay Coach Twenty Thousand Eight Hundred Thirty-Three Dollars (\$20,833) in substantially equal monthly installments and in accordance with normal Ohio State procedures. In addition, Ohio State shall contribute Seven Hundred Thousand Dollars (\$700,000) to the DC Plan on January 31, 2013 (or in more frequent installments as determined by Ohio State in its sole and absolute discretion). Notwithstanding the foregoing: (a) to the extent that the Code limits or prohibits such contributions from being made to the DC Plan, Ohio State shall contribute such amounts to a defined contribution plan that is a nonqualified deferred compensation plan; and (b) if Coach is not employed as

Head Football Coach on January 31, 2013, the aggregate contribution to the plans described in this Paragraph 3.2(3) shall be equal to Seven Hundred Thousand Dollars (\$700,000), multiplied by a ratio, the numerator of which is the number of days Coach was employed as Head Football Coach for the period beginning on September 1, 2012 and ending on January 31, 2013, and the denominator of which is 153. Coach shall reimburse Ohio State for any fees and/or expenses up to Ten Thousand Dollars (\$10,000) relating to the establishment of the defined contribution plans described in this Paragraph 3.2.

- (4) For the period beginning February 1, 2013 and for each subsequent "contract year" (February 1 through January 31), Ohio State shall pay Coach Eight Hundred Thousand Dollars (\$800,000) (plus any additional amounts payable pursuant to Section 3.2(6)) in substantially equal monthly installments and in accordance with normal Ohio State procedures. In addition, for the period beginning February 1, 2013 and for each subsequent contract year, Ohio State shall contribute One Million Dollars (\$1,000,000) per contract year to the DC Plan on January 31 of the applicable contract year (or in more frequent installments as determined by Ohio State in its sole and absolute discretion). Notwithstanding the foregoing: (a) to the extent that the Code limits or prohibits such contributions from being made to the DC Plan, Ohio State shall contribute such amounts to a defined contribution plan that is a nonqualified deferred compensation plan; and (b) if Coach is not employed as Head Football Coach on the last day of the applicable contract year, the aggregate contribution to the plans described in this Paragraph 3.2(4) for that contract year shall be equal to One Million Dollars (\$1,000,000), multiplied by a ratio, the numerator of which is the number of days Coach was employed as Head Football Coach that contract year, and the denominator of which is 365.
- (5) Subject to any Code limits, Ohio State shall make an annual contribution of Fifty Thousand Dollars (\$50,000) to The Ohio State University 403(b) Retirement Plan, as amended from time to time (the "403(b) Plan"), on January 31, 2013 and January 31 of each subsequent contract year (or in more frequent installments as determined by Ohio State in its sole and absolute discretion). Notwithstanding the foregoing, if Coach is not employed as Head Football Coach on the last day of the applicable contract year, the aggregate contribution to the 403(b) Plan for that contract year shall be equal to Fifty Thousand Dollars (\$50,000), multiplied by a ratio, the numerator of which is the number of days Coach was employed as Head Football Coach that contract year, and the denominator of which is 365; provided, however, that for the contract year ending January 31, 2013, the ratio numerator shall be the number of days Coach was employed as Head Football for the period beginning on September 1, 2012 and ending on January 31, 2013, and the denominator of which is 153.

- (6) Coach shall be eligible to receive compensation increases for such services, as approved by Ohio State's Board of Trustees, on or after February 1, 2013 for the annual term of February 1 through January 31.

These provisions relating to payment for media, promotions and public relations shall be subject to potential renegotiation at any time Coach's underlying employment agreement is renegotiated or if Ohio State decides to produce and market one or more of the Programs itself as opposed to selling the rights to produce and market one or more of the Programs to a third party. Any changes to these provisions must be evidenced by a mutually agreed upon written document signed by all parties hereto.

3.3 Apparel, Shoe or Equipment Contracts. Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Ohio State agrees to consult with Coach when it selects equipment, footwear and/or apparel that has a significant impact upon Ohio State's football team.

Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. Coach agrees that, upon Ohio State's reasonable request, he will consult with appropriate parties concerning a NIKE product's design or performance, shall act as an instructor at a clinic sponsored in whole or in part by NIKE, or give a lecture at an event sponsored in whole or in part by NIKE, or make other educationally-related appearances as may be reasonably requested by Ohio State. In order to avoid entering into an agreement with a competitor of NIKE's or an agreement which would not be in Ohio State's best interests, Coach shall submit all outside consulting agreements to Ohio State for review and reasonable approval prior to execution (including consulting or equipment agreements which relate to football camps). Coach must also report such outside income to Ohio State in accordance with NCAA<sup>2</sup> rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

In consideration of his obligations under this Paragraph 3.3, Ohio State guarantees that Coach shall receive from Ohio State additional compensation during his employment as Head Football Coach with Ohio State at the rate of One Million Four Hundred Thousand Dollars (\$1,400,000) per year. Coach shall be eligible to receive compensation increases for such services, as approved by Ohio State's Board of Trustees, on or after February 1, 2013 for the annual term of February 1 through January 31. Such amount shall be paid on

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<sup>2</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

the same schedule as the payments for "Media, Promotions and Public Relations" and will be paid monthly in substantially equal installments commencing effective December 31, 2011 and then monthly thereafter for each month that Coach is employed as Head Football Coach. For the period of November 28, 2011 through January 31, 2012, Coach shall receive income pursuant to this Paragraph 3.3 of \$233,335.34.

3.4 Exceptional Achievements. For each of the achievements listed below, within sixty (60) days of the applicable achievement, Ohio State shall pay Coach:

**ANNUAL CUMULATIVE TEAM GRADE POINT AVERAGES AS CALCULATED FOR THE FALL AND SPRING SEMESTERS BY MAY 30<sup>TH</sup> OF EACH YEAR:**

3.0	\$50,000
3.3	\$100,000
3.5	\$150,000

For the following exceptional athletic achievements, Ohio State shall pay Coach, as supplemental compensation, within sixty (60) days of the achievement, the following sum:

**BIG TEN<sup>3</sup> LEADERS DIVISION CHAMPION \$50,000**

(or, for the 2012 season (or any subsequent season in which Ohio State is not eligible to be named the division champion due to NCAA violations arising and/or occurring prior to November 28, 2011), if Ohio State has the most wins in the Leaders Division at the conclusion of the last regular season game)

**WINNER OF BIG TEN CHAMPIONSHIP GAME\***

\$100,000 plus one year added to the contract term (on the same terms and conditions set forth herein for Section 3.4 of this agreement, the one additional contract year, however, subject to Coach's acceptance))

\*If the Big Ten Conference discontinues the Championship game during the term of this agreement, then Coach shall earn \$100,000 plus one year added to the contract term (if Coach accepts such additional contract year)(on the

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<sup>3</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which the University may be a member.



same terms and conditions set forth herein for Section 3.4 of this agreement) if Ohio State is the regular season Champion or Co-Champion

**BCS BOWL GAME (not National Championship Game) APPEARANCE** \$150,000

(or other similar Division I bowl game if the BCS system is no longer in existence) (or, for the 2012 season (or any subsequent season in which Ohio State is not eligible to participate in a BCS bowl game due to NCAA violations arising and/or occurring prior to November 28, 2011), if Ohio State is ranked in the top #3 - #10 in the BCS final rankings)

**NATIONAL CHAMPIONSHIP BCS BOWL GAME APPEARANCE\*\*** \$250,000

\*\*or other similar Division 1 national championship game if the BCS system is no longer in existence (or for the 2012 season (or any subsequent season in which Ohio State is not eligible to participate in the national championship game due to NCAA violations arising and/or occurring prior to November 28, 2011) if Ohio State is ranked in the top 2 in the BCS final ranking)

**NOTE:** In the event that the BCS system is replaced with or augmented by a playoff system, then the parties agree that an additional bonus structure will be added to this agreement, the terms of which will be negotiated in good faith and which will be at a level at least equal to, on a per game basis, the foregoing BCS bonuses.

3.5 Upon Ohio State's reasonable request, Coach shall make one (1) mutually agreed upon personal appearance during each year of this agreement at activities or functions of The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. In consideration for such appearance, Ohio State shall pay Coach \$10,000 on July 31 of each year Coach is employed as Head Football Coach. Coach shall not be responsible for the reasonable, documented travel, room and board expenses incurred by Coach as a result of such personal appearance. Furthermore, Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make any additional appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

3.6 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests of the University" as that term is defined in Governing Athletic Rules<sup>4</sup>.

3.7 As additional compensation, Coach shall receive a stipend of Twelve Hundred Dollars (\$1,200.00) per month to be applied toward two (2) automobiles, while Coach is employed as Head Football Coach. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.8 Ohio State will annually, without charge, make available to Coach twelve (12) lower bowl tickets in Ohio Stadium to each home football game for each home football game. Ohio State shall also provide Coach without charge the use of a suite (inclusive of all food and beverages consumed therein) in Ohio Stadium for use by Coach's spouse and family and their guests during home football games. Such suite has ten (10) complimentary suite tickets and the ability to purchase eight (8) additional suite tickets [there is seating for fourteen (14)], as well as three parking passes. Ohio State shall also provide Coach with the opportunity to purchase at the public face value price an additional twenty (20) football tickets in Ohio Stadium to each home football game. All such tickets are to be used by Coach at his discretion in a manner consistent with this agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets. Ohio State shall also give Coach two (2) season parking passes for each football season and one (1) parking pass for each home basketball game during the term of this agreement. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Upon Coach's request, he shall have the ability to purchase additional home men's basketball game tickets on a per game basis.

3.9 Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Ohio State shall allow Coach (and his assistant coaches) the opportunity to earn supplemental compensation by assisting with Ohio State's camps. At least ninety (90) days before each camp, Coach shall indicate to Ohio State whether or not Coach

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<sup>4</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

intends to accept the opportunity to earn such supplemental compensation for such year. If Coach so elects, then Coach agrees to assist in the reasonable marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all reasonable obligations otherwise reasonably assigned by Ohio State related to youth football camps. Coach shall propose to the Director or his designee before camp begins appropriate supplemental compensation amounts for Ohio State employees who work at such camp and are eligible to receive supplemental compensation. Camp income supplemental payments shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State, and after the payment of the then-current Administrative and Facilities Charge to Ohio State and after determination and approval of such camp income supplemental payments by the Director or his designee. Notwithstanding anything herein to the contrary, unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

3.10 Ohio State agrees to fly Coach by private (not commercial) aircraft when Coach is making recruiting visits and for other, mutually-agreed upon, Ohio State business. When such recruiting visits or Ohio State business are more than two hundred (200) miles from the City of Columbus, Ohio State agrees to fly Coach by private (not commercial) jet aircraft. As additional compensation, Ohio State agrees to let Coach use such jet aircraft for his personal use for thirty five (35) hours (in-air and dead time inclusive) each year during the term of this agreement. Coach's use of such private aircraft for recruiting and other mutually-agreed upon Ohio State business use shall not exceed fifty (50) hours (in-air and dead time inclusive) during each contract year of this agreement. Ohio State shall only count the "dead time" hours if Ohio State is charged for such "dead time" hours.

3.11 Ohio State shall pay Coach the following sums if he is employed as Head Football Coach on the following dates:

- a) Four Hundred Fifty Thousand Dollars (\$450,000) – January 31, 2014, payable within thirty (30) days following such date;
- b) Seven Hundred Fifty Thousand Dollars (\$750,000) – January 31, 2016, payable within thirty (30) days following such date;
- c) One Million Two Hundred Thousand Dollars (\$1,200,000) – January 31, 2018, payable within thirty (30) days following such date.

3.12 Ohio State will work cooperatively with Coach to develop and implement a fundraiser to support the Shelley and Urban Meyer Foundation or other mutually-agreeable charity. The monies raised from such fundraiser will be allocated to support mutually-agreed Central Ohio charities.

3.13 Ohio State shall also provide Coach, while Coach is employed as Head Football Coach, a full golf membership and monthly dues at a mutually agreed-upon golf course in the Columbus area, however, personal expenses associated with such golf course membership will be paid by Coach.

3.14 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other payroll taxes.

3.15 Coach shall have the right to terminate this agreement for cause in the event that Ohio State fails to pay in a timely manner any compensation or other consideration owed and/or payable to Coach pursuant to the terms hereof, provided that Coach provides Ohio State written notice of such alleged failure to pay and provided that Ohio State fails to cure such alleged breach with thirty (30) days of such written notice.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this agreement, Coach shall:

- a) Subject to the terms of this agreement, devote Coach's full time and reasonable best efforts to the performance of Coach's duties under this agreement, including all duties that the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Develop and implement programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to encourage them to compete successfully while assuring their welfare;
- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal reasonable best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully

the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA or for similar reasons;

- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules, in accordance with NCAA Bylaw 11.1.2.1, promote an atmosphere for compliance within the football program supervised by Coach and monitor the activities regarding compliance of all assistant coaches and other administrators involved with the program who report directly or indirectly to Coach; supervise and take appropriate steps in an effort to ensure that Coach's assistant coaches, any other employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, University Rules and Governing Athletic Rules; and immediately report to the Director and to the Department's Office of Compliance Services in writing if any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules (unless Ohio State has informed Coach that certain minor transgressions do not require written reports to the Director and the Department's Office of Compliance Services). Coach shall cooperate fully with the Department's Office of Compliance Services at all times. Coach shall review and approve in writing all requests for expense reimbursements by assistant football coaches prior to submission to Ohio State in an effort to ensure accuracy and compliance with all such laws, University Rules and Governing Athletic Rules, and upon such satisfactory review, shall forward the same to Ohio State with his approval for payment.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and his reasonable best efforts to the performance of Coach's duties under this agreement, that would otherwise detract from those duties in any manner, or that, in the reasonable opinion of Ohio State, would reflect adversely upon Ohio

State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Any material violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the agreement.

4.3 Coach agrees to provide the Director with written notice prior to engaging (either directly or through a representative) in any material negotiations (which include, but are not limited to, compensation) with any other prospective employee. Coach shall not, under any circumstances, during the Term, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration (or earlier termination) of this agreement, without the prior written approval of the Director.

4.4 Subject to the foregoing, Coach must obtain the prior written approval of the Director (not to be unreasonably withheld or delayed), in order to enter into separate arrangements for sports camps, radio and television programs, endorsements (if permissible under state law and University Rules) and any other agreement or arrangement in which Coach provides services in exchange for compensation or benefits to Coach or his family, including but not limited to, outside consulting agreements set forth in Section 3.3 hereof. It shall not be unreasonable for Ohio State to withhold approval, and Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs, if Ohio State reasonably determines that such participation may likely discredit or bring undue criticism to Ohio State or impinge upon any contractual obligations of Ohio State or, in Ohio State's sole but reasonable discretion, are otherwise not in the best interests of Ohio State or which violate University rules or state law. Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services, such approval not to be unreasonably withheld or delayed. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.5 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club

memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.6 Unless otherwise prohibited by University Rules, Coach shall have the responsibility and the sole authority to recommend to the Director the hiring and termination of Assistant Coaches for the Team, but the final decision shall be made by the Director and shall, when necessary or appropriate, be subject to the approval of Ohio State's Board of Trustees.

4.7 Subject to University Rules and Governing Athletic Rules, the Director or the Director's designee has the right to contract for and establish the football schedule of Ohio State's Team, and to negotiate the terms of the various football game contracts, as well as accepting invitations for pre-season or post-season play. Coach has examined and approved the future intercollegiate football schedule for Ohio State as it exists as of the date of the execution of this agreement. Coach shall be reasonably consulted by the Director or the Director's designee as to the identity of opponents, playing site and time of play for any games hereafter scheduled. Coach may, from time to time, propose or suggest changes in dates, times or sites of scheduled games and suggest opponents for future scheduling, and the Director shall give reasonable consideration to such proposals and will agree to said proposals absent a good faith objection thereto. Coach and the Director or the Director's designee shall meet at least annually to discuss potential opponents. In the event that Eugene Smith is no longer the Director, Coach shall meet with the then-current Director to discuss the strategy for football scheduling. The then-current Director shall give reasonable consideration to Coach's proposals concerning football scheduling, and will agree to said proposals absent a good faith objection thereto.

4.8 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care in an effort to assure that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that Coach has read such policies and that he will remain current as to the content of such policies.

4.9 To the extent that any personnel matter is not addressed by the terms of this agreement, University Rules will govern.

## **5.0 Termination**

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Director. No further payment or benefits shall be made to Coach hereunder if the Director notifies Coach at any



time that Ohio State is terminating this agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a. Neglect or inattention by Coach to the duties of head football coach or Coach's refusal or inability to perform such duties after written notice thereof has been given to Coach by the Director or as determined by the Director, and Coach has continued such neglect, inattention or refusal or inability during a subsequent reasonable period of time specified in writing and in advance by Ohio State; or
- b. A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a major violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes, which Coach knew about or should have (in Ohio State's determination) reasonably known about) of any laws, University Rules or Governing Athletic Rules; or
- c. A breach of contract terms, as determined by the Director, or a violation by Coach of a criminal statute (excluding minor traffic violations). If Ohio State, in its sole discretion determines that Coach's breach is curable, then Ohio State shall give Coach notice of such breach and the opportunity to cure such breach in the time period specified by Ohio State; or
- d. A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or
- e. Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this agreement; or
- f. Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or

condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or

- g. Failure by Coach to respond accurately and fully, to the best of his ability within a reasonable time, to any request or inquiry relating to the performance of Coach's duties hereunder or the performance of Coach's duties during Coach's prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h. Coach's instruction to any coach, student or other person to respond inaccurately and incompletely to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i. Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as set forth in this agreement, as determined by Ohio State; or
- j. Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom Coach should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or
- k. Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair Coach's ability to perform Coach's duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by

Ohio State for student-athletes, as determined by Ohio State; or

- l. Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, assistant coach, athletic staff member or such student-athlete is prohibited by law or by Governing Athletic Rules, as determined by Ohio State; or
- m. Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n. Failure by Coach to obtain prior approval for outside activities as required by Section 4.5 of this agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.5 of this agreement, as determined by Ohio State; or
- o. Commission of or participation in by Coach of any act, situation, or occurrence which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or failure by Coach to conform Coach's personal conduct to conventional and contemporary standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant criminal prosecution by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in

accordance with this agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws.

- 5.1.1 Notice. If Ohio State is considering terminating this agreement *for cause* under this Section 5.1 or Section 4.2, it shall give Coach an opportunity to explain the circumstances from his point of view before termination, unless the circumstances are so heinous that, in Ohio State's reasonable judgment, it would be impossible for Coach to justify his actions.

If Ohio State terminates this agreement *for cause* under this Section 5.1 or Section 4.2, it shall give written notice to Coach of its intention to so terminate this agreement.

- 5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation or benefits under this agreement which have not been earned as of the date of termination (Coach is not deemed to have earned bonuses and supplemental compensation which Coach must repay to Ohio State in accordance with Section 5.7 hereof). In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's proper termination for cause of Coach's employment.

5.2 Termination by Ohio State Other Than For Cause. If Coach's employment hereunder is terminated by Ohio State *other than for cause* (as delineated in Sections 4.2 and 5.1 above) or if it is determined by a court of competent jurisdiction that the termination is *other than for cause* at any time, Ohio State shall pay to Coach as liquidated damages (and not compensation) the amounts specified below. The following chart illustrates the applicable liquidated damages ("Buy-Out Amount"<sup>5</sup>) under the provisions of this Section:

Date of Notice of Termination

Buy-Out Amount\*

At any time after contract execution but on

---

<sup>5</sup> "Buy Out Amount" shall mean in the event that such obligation extends beyond the contract term, then, if necessary, Ohio State's obligation to pay the Buy Out Amount shall survive the expiration of the contract term.

or before January 31, 2014	\$15,375,127
Between February 1, 2014 - January 31, 2015	\$11,931,731
Between February 1, 2015 - January 31, 2016	\$8,683,244
Between February 1, 2016 - January 31, 2017	\$5,618,634
Between February 1, 2017 - January 31, 2018	\$2,727,492

Such payment shall be made in a lump sum on the sixtieth (60<sup>th</sup>) day after the effective date of termination. Any other employee benefits that Coach was receiving at the time of his termination will be terminated, including contributions to Ohio State retirement plans. Such amount shall fully compensate Coach for the loss of collateral business opportunities (whether media, public relations, camps, clinics, apparel or similar contracts, sponsorships or any other supplemental or collateral compensation or benefits of any kind) and Coach shall not be entitled to any further compensation and benefits under this agreement. This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release (either the exact release attached hereto as Exhibit A or a release identical to Exhibit A except for modifications which are required by subsequent changes in the law, which occurred after the date of execution of this Agreement and such changes pertain to the issues addressed in the release) (the "Release") within forty-five (45) days of the date of Coach's termination of employment. Upon Coach's other than for cause termination by Ohio State of his employment hereunder, Coach will be presented with the Release and if Coach fails to timely execute the Release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon such termination provided for in this agreement are satisfactory consideration for the release of all possible claims described in the Release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" by Ohio State (or any form of the phrase "termination of employment") shall mean Coach's "separation from service" within the meaning of Section 409A of the

Internal Revenue Code of 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

5.3. Termination by Coach Without Cause. If Coach terminates this agreement without cause:

- a) Coach shall provide Ohio State with written notice of his termination of this agreement; and
- b) Coach shall pay to Ohio State in substantially equal monthly installments commencing within one (1) year of the date of such termination if Coach terminates this agreement without cause before December 1, 2012, the Two Hundred Fifty Thousand Dollars (\$250,000) transition payment set forth in Section 3.1.b and the pro-rata portion of the additional Two Hundred Fifty Thousand Dollars (\$250,000) transition payment set forth in Section 3.1.a.i. Such pro-rata portion shall be equal to Two Hundred Fifty Thousand Dollars (\$250,000) multiplied by a fraction, the numerator of which is the number of days between the date of termination and December 1, 2012 and the denominator of which is three-hundred sixty-five (365).
- c) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- d) Unless Ohio State agrees otherwise, if Coach accepts employment or performs services in a coaching position for another NCAA Division 1 school or for a professional football team or as a media commentator with a national broadcast or cable company at any time up to twelve (12) months after Coach resigns from Ohio State, Coach shall pay Ohio State as liquidated damages and not as a penalty Two Million Dollars (\$2,000,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new head football coach and coaching staff and ii) relocating a new head football coach and coaching staff, and iii) buying out the contract, if necessary, of the new head coach. Coach shall use his best efforts to pay Ohio State as soon as possible, but shall pay One Million Dollars (\$1,000,000) to Ohio State no later than ninety (90) days after the date of Coach's timely acceptance of such new employment in a coaching position or as a media

commentator as set forth above and shall pay the remaining One Million Dollars (\$1,000,000) to Ohio State no later than twelve (12) months after the date of Coach's timely acceptance of such new employment in a coaching position or as a media commentator as set forth above; and

- e) If Coach terminates this agreement without cause, Coach shall not be entitled to receive any further unearned compensation or benefits under this agreement (Coach is not deemed to have earned bonuses and supplemental compensation which Coach must repay to Ohio State in accordance with Section 5.7 hereof).

5.4 **Records and Information.** All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all Ohio State building/facility keys, Ohio State issued credit cards, telephones and computers (including all other Ohio State issued technological devices) to be delivered to Ohio State.

In the event that the Big Ten Conference and/or the NCAA levies any additional (beyond those imposed by the Committee on Infractions in its Report issued on December 20, 2011) sanctions and/or penalties upon Ohio State's football program as a result of any material and/or repetitive violations of any Big Ten and/or NCAA rules or regulations of which Ohio State, as of November 28, 2011, knew or should have known, then, in such event, Coach shall have the right to terminate this agreement for cause and be entitled to receive from Ohio State an amount equal to \$1.5 million per each remaining year left on the scheduled term of this agreement (pro-rated for any partial remaining year). Such sum shall be paid to Coach by Ohio State within sixty (60) days of the date of Coach's termination pursuant to this section. Other than secondary violations currently and routinely in process, Ohio State has informed Coach of all significant NCAA issues of which it is aware.

5.5 **Death or Disability.** Notwithstanding any other provisions of this agreement, this agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code) or is otherwise unable to perform any one of the essential functions of the job, with or without a reasonable accommodation for a period of ninety (90) consecutive days.



In accordance with Section 1.1 of this agreement, and as a condition of employment, Coach shall have a comprehensive physical examination by a licensed physician, mutually agreed upon by the parties, which confirms his fitness for duty. The cost of the examination and all tests and procedures related to the examination shall be borne by Ohio State. A certification which confirms his fitness for duty shall be submitted to the Director within thirty (30) days of execution of this agreement and every two (2) years thereafter. Coach shall address any necessary requests for accommodations to the University at his earliest opportunity.

5.6 Interference with Athletes. In the event of termination, Coach agrees that he will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business within Ohio State's football program. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

5.7 Recovery of Bonus and Supplemental Compensation. In the event this agreement is terminated by Ohio State, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or Exceptional Achievement as set forth in Section 3.4, if such achievement is subsequently vacated by Ohio State or the NCAA (and later affirmed by the NCAA), if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA.

## **6.0 Board of Trustees**

This agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0 Waiver**

No waiver of any default in the performance of this agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this agreement (except for a termination by Coach based upon a breach of contract claim against Ohio State) or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this agreement, in any instance of termination by Ohio State for cause or without cause or suspension effected in

accordance with the procedures established in this agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of head football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

#### **8.0 Severability**

If any provision of this agreement is determined to be invalid or unenforceable, the remainder of the agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement: Amendments**

This agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties.

## **12.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

With a copy to:  
Julie D. Vannatta  
The Ohio State University  
Office of Legal Affairs  
1590 N. High St., Suite 500  
Columbus, OH 43201

Unless hereinafter changed by written notice to Ohio State any notice to Coach shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Urban F. Meyer  
Woody Hayes Athletic Center  
2491 Olentangy River Rd.  
Columbus, OH 43210

With a copy to:  
Trace Armstrong  
c/o Creative Artists Agency LLC  
162 Fifth Avenue, 6<sup>th</sup> Floor  
New York, NY 10010

## **13.0 Tax Advice / Internal Revenue Code Section 409A**


Ohio State will not provide tax advice to Coach or his beneficiary regarding the tax effects of this agreement, and does not make any promises or warranties regarding the tax treatment of any compensation or benefits described in this agreement. Ohio State encourages Coach and his beneficiary to consult with his own tax advisors concerning the federal, state, and local tax effects of this agreement. This agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent

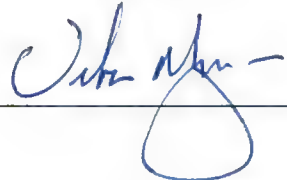
permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of November 28, 2011.

THE OHIO STATE UNIVERSITY


URBAN F. MEYER

  
\_\_\_\_\_  
Eugene D. Smith  
Associate Vice President and  
Director of Athletics


  
\_\_\_\_\_

Date: 6-8-12

Date: 6/8/12

  
\_\_\_\_\_  
Geoffrey S. Chatas  
Senior Vice President for Business and Finance  
and CFO

Date: 6-8-12

  
\_\_\_\_\_  
Jeff M.S. Kaplan  
President of The Ohio State University Foundation,  
Senior Vice President and  
Special Assistant to the President

Date: 6-8-12

Exhibit A

**SETTLEMENT AGREEMENT AND GENERAL RELEASE**

This Settlement Agreement and General Release ("Agreement") is entered into between The Ohio State University ("University") and \_\_\_\_\_ ("Coach") (collectively, the "Parties") as follows:

**BACKGROUND**

A. Coach was employed by the University most recently as Head Football Coach in the University's Athletics Department.

B. On [DATE] (the "Termination Date"), the University terminated Coach's employment.

C. Coach entered into an Employment Agreement (the "Employment Agreement") with the University effective November 28, 2011. The Employment Agreement sets forth that if the University terminates Coach other than for "cause" pursuant to Section 5.2 of the Employment Agreement, the University will pay Coach, as liquidated damages and not compensation, a pre-determined amount based on the date of termination, as set forth in Section 5.2 of the Employment Agreement.

D. The Employment Agreement also sets forth that Coach must execute a comprehensive release within forty-five (45) days of the date of termination of employment.

E. Accordingly, the Parties now wish to enter into this Agreement providing consideration to Coach and providing the University with a comprehensive release of all claims from Coach.

**AGREEMENT**

In consideration of the promises to one another contained in this Agreement, the Parties agree as follows:

1. Payment to Coach. The University will pay Coach, as liquidated damages and not compensation, \$ \_\_\_\_\_ within sixty (60) days of the Termination Date.

## Exhibit A

2. Release of Claims by Coach. (a) In consideration of the University's promises in this Agreement and subject to the University's compliance with all of its obligations under the Employment Agreement and herein, and other good and valuable consideration, the receipt and sufficiency of which Coach expressly acknowledges, Coach, on behalf of himself, his heirs, executors, administrators, successors, assigns, attorneys, and other personal representatives of whatever kind, releases and forever discharges the University, its predecessors, successors, and assigns, as well as the past, present, and future colleges, institutions, divisions, and departments of the University and its predecessors, successors, and assigns (collectively, the "OSU Entities"), as well as all past, present, and future officers, directors, managers, supervisors, employees, agents, independent contractors, attorneys, insurers, and any other representative of whatever kind (individually and in their official capacities) of the OSU Entities (collectively, the "Released Parties") from any action, claim, obligation, damages, cost or expense (including without limitation attorneys' fees) that Coach has or may have had against the Released Parties, whether known or unknown, and which existed on or before Coach executes this Agreement, including, without limitation, claims, arising directly or indirectly from Coach's employment with any of the OSU Entities while he was employed by any of the OSU Entities.

(b) This release covers all possible claims that are waivable by law, including but not limited to all claims that could be asserted in contract, in tort, under any state common law, under federal common law, under any state constitution, under the federal Constitution, or under any federal statute, state statute, local ordinance, or under any federal, state, or local regulation, except for any claims related to Coach's accrued and vested deferred compensation or other accrued and vested benefits under any employee benefit plan of the University in accordance with the terms of such plans and applicable law. This specifically includes, without limitation, claims arising under the Age Discrimination in Employment Act of 1967, as amended by the Older Workers Benefit Protection Act of 1990, as amended.

(c) Coach represents and warrants that he has no pending charges, claims, suits, arbitrations, complaints, or grievances against the Released Parties with any federal, state, local, or other governmental agency, or in any court of law, or before any arbitration association. Coach acknowledges and agrees that he has received all wages, vacation pay, benefits, and all other compensation due to him from the University as a result of his former employment with the University. Further, Coach acknowledges and agrees that he has received all leave under the Family & Medical Leave Act of 1993, as amended, (FMLA) to which he may have been entitled. Coach agrees that he is not aware of any facts or circumstances constituting a violation of either the FMLA or the Fair Labor Standards Act of 1938, as amended, (FLSA) and, to the greatest extent permitted by applicable law, waives and releases any and all claims under the FMLA or FLSA.

(d) Coach expressly waives and releases any right he may have to recover any monetary relief resulting from any charge or any action or suit that may be instituted on Coach's behalf against the Released Parties by the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, or any other governmental agency.

3. Knowing and Voluntary Age Waiver Under Federal Law. This Agreement specifically waives any claims, known or unknown, that Coach has or may have had against the

## Exhibit A

Released Parties for alleged age discrimination. In accordance with the Age Discrimination in Employment Act of 1967, as amended by the Older Workers Benefit Protect Act of 1990, Coach is specifically advised that he has the following rights in connection with whether he knowingly and voluntarily agrees to be bound by this Agreement:

- a. Time to Consider this Agreement. Coach has twenty-one (21) days in which to consider whether to sign this Agreement. Coach may take all twenty-one (21) days to consider, or Coach may take less than twenty-one (21) days to consider, if he so chooses. The Parties agree that any changes to this Agreement, whether material or immaterial, do not restart the twenty-one (21) day period.
- b. Consultation with Attorney. Coach is specifically advised in writing to consult an attorney to ensure that he understands all of the terms of this Agreement and understands the rights he is waiving by signing this Agreement.
- c. Ability to Revoke this Agreement. If Coach signs this Agreement prior to the expiration of the twenty-one (21) day period, Coach will then have seven (7) days in which to revoke his signature (the "Revocation Period"). If, after the Revocation Period, Coach has not revoked his signature, then this Agreement becomes effective and the Parties are bound by this Agreement's terms on the eighth day after Coach signs (the "Effective Date"). If, prior to the expiration of the Revocation Period, Coach decides to revoke his signature, Coach must send a registered letter to: Julie Vannatta, Senior Associate General Counsel, Office of Legal Affairs, The Ohio State University, 1590 North High Street, Suite 500, Columbus, Ohio, 43201. To be effective, this notice of revocation must be received by the University before the close of business on the seventh (7th) day after Coach signs this Agreement. If Coach revokes his signature, all of the offers from the University contained in this Agreement are rescinded, this entire Agreement is voided, and Coach is not entitled to the Settlement Payment or any other consideration provided to him by this Agreement.
- d. Knowing and Voluntary. In accordance with the statements contained in this Paragraph 3, Coach agrees that by signing this Agreement he acknowledges that he fully and completely understands and accepts the terms of this Agreement, including without limitation those contained in this Paragraph 3 of the Agreement; and that he enters into this Agreement freely and voluntarily.

4. Released Parties as Third-Party Beneficiaries. Each of the Released Parties is expressly intended to be a third-party beneficiary to this Agreement, which grants them, among other things, the right to sue upon and/or enforce the terms of this Agreement applicable to them.



## Exhibit A

5. No Admission of Liability. The Parties agree that this Agreement is entered into solely because of the dictates of the Employment Agreement. Nothing contained in this Agreement, and no actions undertaken by the Parties with respect to this Agreement, shall ever be treated as, or claimed or construed to be, an admission by any of the Parties of any fault, wrongdoing, liability, injury, or damages by them.

6. Breach. The Parties agree and acknowledge that this Agreement may be used as evidence in any subsequent proceeding in which one of the Parties alleges a breach of this Agreement or asserts claims inconsistent with the terms of this Agreement. This Agreement may be specifically enforced by judicial proceedings. In the event of any legal action between the Parties for enforcement of any of the terms of this Agreement, the prevailing party shall be entitled to recover, in addition to that party's damages or other relief awarded by a court of competent jurisdiction, that party's reasonable costs and attorneys' fees. However, the University shall not be entitled to recover damages, reasonable costs, and reasonable attorneys' fees, or impose any other penalty against Coach under this Agreement, based upon any challenge by Coach of whether he knowingly and voluntarily consented to the age waiver in this Agreement consistent with federal law.

7. No Waiver. No failure by any Party to insist upon compliance with any term of this Agreement, to exercise any option, enforce any right, or seek any remedy, upon any default of any other Party shall affect, or constitute a waiver of, that party's right to insist upon strict compliance, exercise that option, enforce that right, or seek that remedy with respect to the default or any prior, contemporaneous, or subsequent default; nor shall any custom or practice of the Parties at variance with any provision of this Agreement affect, or constitute a waiver of, any Party's right to demand strict compliance with all provisions of this Agreement.

8. Choice of Law and Venue. This Agreement shall be governed by, construed, and enforced in accordance with the laws of the State of Ohio without regard to the principles or provisions of conflict of laws. The Parties agree that any action for a breach or threatened breach of this Agreement or relating to any matters referred to in this Agreement shall be maintained only in Franklin County, Ohio. The Parties consent and agree any court in Franklin County, Ohio shall have personal jurisdiction over them.

9. Entire Agreement. The Parties agree and acknowledge that this Agreement contains and comprises the entire agreement and understanding of the Parties; that no other representation, promise, covenant, or agreement of any kind whatsoever has been made to any of them to cause them to execute this Agreement; and that all agreements and understandings between the Parties are embodied and expressed in this Agreement. The Parties further agree and acknowledge that the terms of this Agreement are contractual, and not a mere recital, and the Parties intend this Agreement to be a substituted contract, not an executory accord. The Parties additionally agree that the terms of this Agreement shall not be amended or changed except in writing and signed by all Parties, including a duly authorized agent of the University.

10. Severability. If any portion of this Agreement shall be determined by any court of competent jurisdiction to be invalid, illegal, or otherwise unenforceable, and such determination

## Exhibit A

becomes final, the University shall have the option of voiding this entire Agreement or enforcing the remaining provisions so as to give effect to the intentions of the Parties insofar as possible. The University shall communicate the decision of whether to void this entire Agreement or enforce the remaining provisions to Coach, in writing, within thirty (30) days of the final determination of the court of competent jurisdiction. If the University fails to communicate any decision, the remaining provisions of the Agreement shall be enforced so as to give effect to the intentions of the Parties insofar as possible.

11. Counterparts. This Agreement may be executed simultaneously in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

**(Intentionally Left Blank, Signature Page Follows)**

Exhibit A

**BY SIGNING BELOW, EACH PARTY REPRESENTS THAT THEY HAVE READ THIS ENTIRE AGREEMENT CONSISTING OF SIX (6) PAGES AND ELEVEN PARAGRAPHS (11) PARAGRAPHS, AND OF THEIR OWN FREE WILL VOLUNTARILY AGREE TO BE BOUND BY THE AGREEMENT:**

THE OHIO STATE UNIVERSITY:

[COACH]

\_\_\_\_\_  
Signature of Authorized Representative

\_\_\_\_\_  
Signature

Name: \_\_\_\_\_

Title: \_\_\_\_\_

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**URBAN MEYER EMPLOYMENT AGREEMENT  
ADDENDUM No.1**

The Ohio State University ("Ohio State") and Urban F. Meyer ("Coach") entered into An Employment Agreement (the "Agreement") effective on November 28, 2011. Ohio State and Coach hereby desire to modify such Agreement as follows in this Addendum No. 1:

- 1) Paragraph 3.4: "Exceptional achievement for BSC Bowl Game Appearance" subparagraph shall be revised as follows:

The phrase "BCS final rankings" shall be replaced with "AP final poll."


- 2) Paragraph 3.4: "Exceptional achievement for National Championship BSC Bowl Game Appearance" subparagraph shall be revised as follows:

The phrase "BCS final rankings" shall be replaced with "AP final poll."


Unless modified above, the Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Addendum No. 1 on the dates written below.

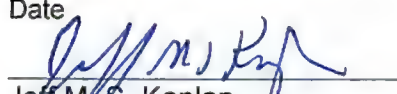
THE OHIO STATE UNIVERSITY  
BY:

  
Eugene D. Smith

11-19-12  
Date

  
Geoffrey S. Chatas  
Senior Vice President for Business and  
Finance and CFO

11-19-12  
Date

  
Jeff M. S. Kaplan  
Senior Vice President and Executive Officer

11-19-12  
Date

URBAN F. MEYER

  
Coach

11/19/12  
Date

**URBAN MEYER EMPLOYMENT AGREEMENT  
ADDENDUM No. 2**

The Ohio State University ("Ohio State") and Urban F. Meyer ("Coach") entered into an Employment Agreement effective on November 28, 2011 and Addendum No. 1 to that agreement dated November 19, 2012 (collectively, the "Agreement"). Ohio State and Coach hereby desire to modify such Agreement as follows in this Addendum No. 2:

- 1) Paragraph 3.2 (4): Second sentence - "January 31" shall be replaced with "December 31."
  
- 2) Paragraph 3.4: The supplemental compensation for a BCS Bowl Game Appearance, a National Championship BCS Bowl Game Appearance and the corresponding "NOTE" shall be deleted and replaced with the following:

<b>CFP BOWL GAME APPEARANCE:</b> Team participation in a post-season, College Football Playoff ("CFP") bowl game	<b>\$150,000</b>
<b>CFP SEMI-FINAL APPEARANCE:</b> Team participation in the semi-finals (but not the finals) of the College Football Playoffs <i>[If the Team wins its semi-final CFP game, Coach is not entitled to receive this \$200,000]</i>	<b>\$200,000</b>
<b>CFP FINAL APPEARANCE:</b> Team participation in the finals of the College Football Playoffs,	<b>\$250,000</b>

Unless modified above, the Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Addendum No. 2

on the dates written below.

THE OHIO STATE UNIVERSITY

URBAN F. MEYER

BY:

  
Eugene D. Smith

10-12-14  
Date

  
Urban F. Meyer

10/13/14  
Date



Geoffrey S. Chatas  
Senior Vice President for Business  
and Finance and CFO

11.17.14  
Date



**URBAN MEYER EMPLOYMENT AGREEMENT  
ADDENDUM No. 3**

The Ohio State University ("Ohio State") and Urban F. Meyer ("Coach") entered into an Employment Agreement effective on November 28, 2011 and Addendum No. 1 to that agreement dated November 19, 2012 and Addendum No. 2 dated November 17, 2014 (collectively, the "Agreement"). Ohio State and Coach hereby desire to modify such Agreement as follows in this Addendum No. 3:

- 1) Paragraph 2.1: Paragraph 2.1 shall be deleted and replaced with the following:

This agreement is for a fixed-term appointment commencing on November 28, 2011 and terminating, without further notice to Coach, on January 31, 2021. The parties intend that, unless extended in accordance with the terms hereof, this agreement shall cover employment of Coach as head football coach for the 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019 and 2020 intercollegiate football seasons (including pre-season, post-season and championship play) and recruiting for such seasons, as well as preliminary recruiting for the 2021 season.

- 2) Paragraph 3.1.a: Paragraph 3.1.a shall be deleted and replaced with the following:

Base salary payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of Eight Hundred Eighteen Thousand Six Hundred Forty Dollars (\$818,640) per year. Coach's combined compensation set forth in Paragraphs 3.1.a, 3.2 and 3.3 shall be eligible to receive compensation increases, as approved by Ohio State's Board of Trustees, on or after February 1, 2016 for the annual term of February 1 through January 31. Such combined increases shall not be less than 6%, in the aggregate, per contract year.

- 3) Paragraph 3.1.c: Paragraph 3.1.c shall be deleted and replaced with the following:

Ohio State shall also make an annual contribution in the amount of Four Hundred Eighty Thousand Dollars (\$480,000) to a defined contribution plan maintained by Ohio State and intended to be qualified under Section 401(a) of the Internal Revenue Code of 1986, as amended (the "Code") (such plan hereinafter referred to as the "DC Plan") on December 31<sup>st</sup> of each year that Coach is employed as Head Football Coach beginning on December 31, 2015.



4) Paragraph 3.2, seventh (7<sup>th</sup>) paragraph: Paragraph 3.2, seventh paragraph (including subsections (1) – (6) below the seventh paragraph) shall be deleted and replaced with the following:

In exchange for these services, Ohio State guarantees that Coach shall receive compensation during his employment as Head Football Coach with Ohio State at the rate of Two Million Six Hundred Sixty-Five Thousand Three Hundred Sixty Dollars (\$2,665,360) per year. Such compensation shall be paid as follows:

(1) For the period beginning February 1, 2015 and for each subsequent “contract year” (February 1 through January 31), Ohio State shall pay Coach One Million Six Hundred Fifteen Thousand Three Hundred Sixty Dollars (\$1,615,360) (plus any additional amounts payable pursuant to Section 3.1.a in substantially equal monthly installments and in accordance with normal Ohio State procedures. In addition, for the period beginning February 1, 2015 and for each subsequent contract year, Ohio State shall contribute One Million Dollars (\$1,000,000) per contract year to the DC Plan on December 31 of the applicable contract year (or in more frequent installments as determined by Ohio State in its sole and absolute discretion). Notwithstanding the foregoing: (a) to the extent that the Code limits or prohibits such contributions from being made to the DC Plan, Ohio State shall contribute such amounts to a defined contribution plan that is a nonqualified deferred compensation plan; and (b) if Coach is not employed as Head Football Coach on the last day of the applicable contract year, the aggregate contribution to the plans described in this Paragraph 3.2(1) for that contract year shall be equal to One Million Dollars (\$1,000,000), multiplied by a ratio, the numerator of which is the number of days Coach was employed as Head Football Coach that contract year, and the denominator of which is 365.

(2) Subject to any Code limits, Ohio State shall make an annual contribution of Fifty Thousand Dollars (\$50,000) to The Ohio State University 403(b) Retirement Plan, as amended from time to time (the “403(b) Plan”), on January 31, 2016 and January 31 of each subsequent contract year (or in more frequent installments as determined by Ohio State in its sole and absolute discretion). Notwithstanding the foregoing, if Coach is not employed as Head Football Coach on the last day of the applicable contract year, the aggregate contribution to the 403(b) Plan for that contract year shall be equal to Fifty Thousand Dollars (\$50,000), multiplied by a ratio, the numerator of which is the number of days Coach was employed as Head Football Coach that contract year, and the denominator of which is 365.

5) Paragraph 3.3, third (3<sup>rd</sup>) paragraph: The third paragraph of Paragraph 3.3 shall be

deleted and replaced as follows:

In consideration of his obligations under this Paragraph 3.3, Ohio State guarantees that Coach shall receive from Ohio State additional compensation during his employment as Head Football Coach with Ohio State at the rate of One Million Five Hundred Sixty-Six Thousand Dollars (\$1,566,000) per year. Such amount shall be paid on the same schedule as the payments for "Media, Promotions and Public Relations" and will be paid monthly in substantially equal installments commencing effective February 1, 2015 and then monthly thereafter for each month that Coach is employed as Head Football Coach.

6) Paragraph 3.4, third (3<sup>rd</sup>) paragraph: The third paragraph of Paragraph 3.4 shall be deleted and replaced as follows:

BIG TEN <sup>3</sup> EAST DIVISION CHAMPION	\$50,000
WINNER OF BIG TEN CHAMPIONSHIP GAME	\$100,000
CFP BOWL GAME APPEARANCE: Team participation in a post-season College Football Playoff ("CFP") bowl game	\$200,000
CFP SEMI-FINAL APPEARANCE: Team participation in the semi-finals but not the finals of the College Football Playoff <i>[if the team wins its semi-final CFP game, coach is not entitled to receive this \$250,000]</i>	\$250,000
CFP FINAL APPEARANCE: Team participation in the finals of the College Football Playoffs	\$350,000
BIG TEN COACH OF THE YEAR	\$50,000
NATIONAL COACH OF THE YEAR	\$75,000

7) Paragraph 3.10, third (3<sup>rd</sup>) sentence: The third sentence of Paragraph 3.10 shall be deleted and replaced with the following:

As additional compensation, Ohio State agrees to let Coach use such jet aircraft for

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<sup>3</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which the University may be a member.

his personal use for fifty (50) hours (in-air and dead time inclusive) each year during the term of this agreement.

8) Paragraph 3.11: Paragraph 3.11 shall be deleted and replaced as follows:

Ohio State shall pay Coach the following sums if he is employed as Head Football Coach on the following dates:

a) Two Hundred Sixty Thousand Dollars (\$260,000) – March 31, 2015, payable within thirty (30) days following such date (provided that this Addendum has been fully-executed and approved by the Board of Trustees);

b) Sixty Thousand Dollars (\$60,000) – January 31, 2016, payable within thirty (30) days following such date;

c) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2017, payable within thirty (30) days following such date;

d) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2018, payable within thirty (30) days following such date;

e) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2019, payable within thirty (30) days following such date; and

f) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2020, payable within thirty (30) days following such date.

9) Paragraph 5.2, chart: The chart in Paragraph 5.2 shall be deleted and replaced as follows:


<u>Date of Notice of Termination</u>	<u>Buy-Out Amount*</u>
At any time after contract execution but on or before January 31, 2016	\$34,080,525
Between February 1, 2016 - January 31, 2017	\$27,434,457
Between February 1, 2017 - January 31, 2018	\$21,345,100
Between February 1, 2018 - January 31, 2019	\$15,523,591
Between February 1, 2019 - January 31, 2020	\$10,038,327
Between February 1, 2020 - January 31, 2021	\$4,869,894

Ohio State hereby represents and warrants that all of its obligations owed to Coach as of January 31, 2015 under the Agreement have been or will be fully satisfied in accordance with the terms of the Agreement effective prior to this Addendum No. 3.

Unless modified above, all other terms and conditions of this Agreement shall remain in full force and effect.

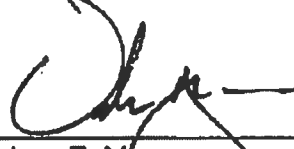
IN WITNESS WHEREOF, the parties have executed this Addendum No. 3 on the dates written below.

THE OHIO STATE UNIVERSITY  
BY:

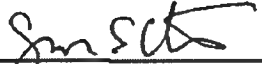
  
\_\_\_\_\_  
Eugene D. Smith  
Vice President and Director  
of Athletics

4-9-15  
\_\_\_\_\_  
Date

URBAN F. MEYER

  
\_\_\_\_\_  
Urban F. Meyer

4/10/2015  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Geoffrey S. Chatas  
Senior Vice President for Business  
and Finance and CFO

4-17-15  
\_\_\_\_\_  
Date



**URBAN MEYER EMPLOYMENT AGREEMENT  
ADDENDUM No. 4**

The Ohio State University ("Ohio State") and Urban F. Meyer ("Coach") entered into an employment agreement effective on November 28, 2011, Addendum No. 1 to that agreement dated November 19, 2012, Addendum No. 2 to that agreement dated November 17, 2014 and Addendum No. 3 to that agreement dated April 12, 2015 (collectively, the "Agreement"). Ohio State and Coach hereby desire to modify such Agreement as follows in this Addendum No. 4:

- 1) Paragraph 2.1: Paragraph 2.1 shall be deleted and replaced with the following:

This agreement is for a fixed-term appointment commencing on February 1, 2018 and terminating, without further notice to Coach, on January 31, 2023. The parties intend that, unless extended in accordance with the terms hereof, this agreement shall cover employment of Coach as head football coach for the 2018, 2019, 2020, 2021 and 2022 intercollegiate football seasons (including pre-season, post-season and championship play) and recruiting for such seasons, as well as preliminary recruiting for the 2023 season.

- 2) Paragraph 2.4: A new paragraph 2.4 shall be added which states as follows:

If Coach remains as head coach of the Team through January 31, 2023 (or such earlier termination date as may be mutually agreed upon by the parties), Ohio State will give Coach an opportunity to be employed at the University in an administrative role with duties related to public relations, fund raising, assisting sport administrators with professional development programing for assistant coaches, lecturing in the Masters of Coaching curriculum, or such other or different duties as mutually agreed upon with the Director of Athletics. Ohio State shall determine appropriate compensation for such new position prior to its commencement. Compensation shall be commensurate with positions held by similarly qualified personnel at the University and other national peer institutions. Notwithstanding anything in this Agreement to the contrary, the parties agree that, if Coach is employed in such new position, Coach shall not be entitled to the Buyout Amount, if any, set forth in Section 5.2.

- 3) Paragraph 3.1.a: Paragraph 3.1.a shall be deleted and replaced with the following:

Annual base salary of Eight Hundred Forty Thousand Dollars (\$840,000), which shall be subject to all applicable withholdings and payable in accordance with Ohio State's normal payroll practices. Coach shall be eligible to receive compensation increases on the combined compensation set forth in Paragraphs 3.1.a, 3.2 and 3.3, as approved by Ohio State's Board of Trustees, on or after February 1, 2019 for the annual contract year of February 1 through January 31. Such combined increases shall not be less than 6%, in the aggregate, per contract year.

- 4) Paragraph 3.2, seventh (7<sup>th</sup>) paragraph: Paragraph 3.2, seventh paragraph (including subsection (1) below the seventh paragraph) shall be deleted and replaced with the following:

In exchange for these services, Ohio State guarantees that Coach shall receive compensation during his employment as Head Football Coach with Ohio State at the rate of

Four Million Five Hundred Forty-Four Thousand Dollars (\$4,544,000) per year. Such compensation shall be paid as follows:

(1) For the period beginning February 1, 2018 and for each subsequent "contract year" (February 1 through January 31), Ohio State shall pay Coach Two Million Five Hundred Twenty-Four Thousand Dollars (\$2,524,000) (plus any additional amounts payable pursuant to Section 3.1.a in substantially equal monthly installments and in accordance with normal Ohio State procedures. In addition, for the period beginning February 1, 2018 and for each subsequent contract year, Ohio State shall contribute One Million Nine Hundred Seventy Thousand Dollars (\$1,970,000) per contract year to the DC Plan on December 31 of the applicable contract year (or in more frequent installments as determined by Ohio State in its sole and absolute discretion). Notwithstanding the foregoing: (a) to the extent that the Code limits or prohibits such contributions from being made to the DC Plan, Ohio State shall contribute such amounts to a defined contribution plan that is a nonqualified deferred compensation plan; and (b) if Coach is not employed as Head Football Coach on the last day of the applicable contract year, the aggregate contribution to the plans described in this Paragraph 3.2(1) for that contract year shall be equal to One Million Nine Hundred Seventy Thousand Dollars (\$1,970,000), multiplied by a ratio, the numerator of which is the number of days Coach was employed as Head Football Coach that contract year, and the denominator of which is 365.

(2) Subsection (2) is not modified by this Addendum 4.

5) Paragraph 3.11: Paragraph 3.11 shall be deleted and replaced as follows:

Ohio State shall pay Coach the following sums if he is employed as Head Football Coach on the following dates:

a) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2019, payable within thirty (30) days following such date;

b) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2020, payable within thirty (30) days following such date;

c) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2021, payable within thirty (30) days following such date; and

d) One Hundred Sixty Thousand Dollars (\$160,000) – January 31, 2022, payable within thirty (30) days following such date.

6) Paragraph 4.1 (e): A new subparagraph (e) shall be added which states as follows:

Coach shall promptly report to Ohio State's Deputy Title IX Coordinator for Athletics any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff or that is in connection with a university sponsored activity or event. If Ohio State's Deputy Title IX Coordinator for Athletics is not available, then Coach shall make such report promptly to Ohio State's Title IX Coordinator. Any emergency situation should be immediately reported to 911 and/or law enforcement. For purposes of this Section 4.1 (e), a

"known violation" shall mean a violation or an allegation of a violation of Title IX that Coach is aware of or has reasonable cause to believe is taking place or may have taken place; and

7) Paragraph 4.10: A new Paragraph 4.10 shall be added which states as follows:

Coach and Ohio State recognize the importance of the safe and responsible treatment of student-athletes. Coach shall cooperate with Ohio State and the Director to maintain an environment focused on student-athlete health, safety and welfare.

8) Paragraph 5.1 (p): A new subparagraph (p) shall be added which states as follows and the numbering within the following paragraph shall be modified as follows:

(p) Failure by Coach to promptly report to Ohio State's Deputy Title IX Coordinator – Athletics or Ohio State's Title IX Coordinator any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff or that is in connection with a university sponsored activity or event. For purposes of this Section 5.1(p), a "known violation" shall mean a violation or an allegation of a violation of Title IX that Coach is aware of or has reasonable cause to believe is taking place or may have taken place.

It is recognized that this sub-section (5.1(a)-(p)) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

9) Paragraph 5.2: Paragraph 5.2 shall be deleted and replaced as follows:

If Coach's employment hereunder is terminated by Ohio State other than *for cause* (as delineated in Sections 4.2 and 5.1 above), then Ohio State shall pay to Coach severance as set forth below. The following chart illustrates the applicable severance amount ("Buy-Out Amount"<sup>2</sup>) under the provisions of this Section:

<u>Date of Notice of Termination</u>	<u>Buy-Out Amount*</u>
At any time after contract execution but on or before January 31, 2019 .....	\$38,058,402
Between February 1, 2019 - January 31, 2020.....	\$29,585,178
Between February 1, 2020 - January 31, 2021.....	\$21,566,382
Between February 1, 2021 - January 31, 2022.....	\$13,977,717
Between February 1, 2022 - January 31, 2023.....	\$6,796,182

5.2.1 Subject to Section 5.2.3, Ohio State shall pay to Coach the Buy-Out Amount in a lump sum between the seventieth (70th) day and ninetieth (90th) day following the date of Coach's termination of employment; provided that, if this payment period spans two calendar years, the Buy-

<sup>2</sup> In the event that such obligation extends beyond the contract term, then, if necessary, Ohio State's obligation to pay the Buy-Out Amount shall survive the expiration of the contract term.



Out Amount will be paid in the second calendar year. The Buy-Out Amount shall be subject to all applicable withholdings. Such amount shall fully compensate Coach for the loss of collateral business opportunities (whether media, public relations, camps, clinics, apparel or similar contracts, sponsorships or any other supplemental or collateral compensation or benefits of any kind) and Coach shall not be entitled to any further compensation and benefits under this Agreement.

- 5.2.2 If Coach's employment is terminated by Ohio State other than *for cause* (as delineated in Section 4.2 and Section 5.1 above), all employee benefits shall cease in accordance with the terms and conditions of the applicable employee benefit plans, programs and policies.
- 5.2.3 Notwithstanding the foregoing, the payment of the Buy-Out Amount shall be subject to the following:
- (a) Coach agrees that as a condition of receiving the Buy-Out Amount, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach or, in the case of any amounts due after the Coach's death, the person to whom those amounts are payable (collectively, the "Payee") must execute a comprehensive release (either the exact release attached hereto as Exhibit A or a release identical to Exhibit A except for modifications which are required by subsequent changes in the law, which occurred after the date of execution of this Agreement and such changes pertain to the issues addressed in the release) (the "Release") within sixty (60) days of the date of Coach's termination. Upon Coach's other than for cause termination by Ohio State of his employment hereunder, the Payee will be presented with the Release and if the Payee fails to timely execute the Release, the Payee agrees to forego payment of the Buy-Out Amount from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this Agreement are satisfactory consideration for the release of all possible claims described in the Release;
- 5.2.4 For purposes of this Section 5.2, any reference to Coach's "termination of employment" by Ohio State (or any form of the phrase "termination of employment") shall mean Coach's "separation from service" within the meaning of Section 409A of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

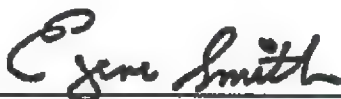
10) Paragraph 5.7: A new second sentence shall be added which states as follows:

In addition, in the event that it is determined, by Ohio State or the NCAA, that Coach was involved in NCAA infractions that cause Ohio State to pay penalties to the NCAA, then Coach shall reimburse Ohio State for such amounts Ohio State must pay to the NCAA.

Unless modified above, all other terms and conditions of this Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Addendum No. 4 on the dates written below.

THE OHIO STATE UNIVERSITY  
BY:

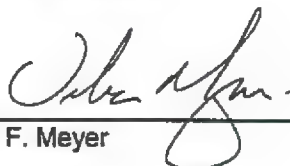


Eugene D. Smith  
Senior Vice President and The  
Wolfe Foundation Endowed Athletics Director

3-27-18

Date

URBAN F. MEYER



Urban F. Meyer

3-27-18

Date



Michael Papadakis  
Interim Senior Vice President for Business  
and Finance and Chief Financial Officer

4/6/18

Date

Exhibit A

**SETTLEMENT AGREEMENT AND GENERAL RELEASE**

This Settlement Agreement and General Release ("Agreement") is entered into between The Ohio State University ("University") and \_\_\_\_\_ ("Coach") (collectively, the "Parties") as follows:

**BACKGROUND**

A. Coach was employed by the University most recently as Head Football Coach in the University's Athletics Department.

B. On [DATE] (the "Termination Date"), the University terminated Coach's employment.

C. Coach entered into an Employment Agreement (the "Employment Agreement") with the University effective November 28, 2011. The Employment Agreement sets forth that if the University terminates Coach other than for "cause" pursuant to Section 5.2 of the Employment Agreement, the University will pay Coach, as liquidated damages and not compensation, a pre-determined amount based on the date of termination, as set forth in Section 5.2 of the Employment Agreement.

D. The Employment Agreement also sets forth that Coach must execute a comprehensive release within forty-five (45) days of the date of termination of employment.

E. Accordingly, the Parties now wish to enter into this Agreement providing consideration to Coach and providing the University with a comprehensive release of all claims from Coach.

**AGREEMENT**

In consideration of the promises to one another contained in this Agreement, the Parties agree as follows:

1. Payment to Coach. The University will pay Coach, as liquidated damages and not compensation, \$\_\_\_\_\_ within sixty (60) days of the Termination Date.

2. Release of Claims by Coach. (a) In consideration of the University's promises in this Agreement and subject to the University's compliance with all of its obligations under the Employment Agreement and herein, and other good and valuable consideration, the receipt and sufficiency of which Coach expressly acknowledges, Coach, on behalf of himself, his heirs, executors, administrators, successors, assigns, attorneys, and other personal representatives of whatever kind, releases and forever discharges the University, its predecessors, successors, and assigns, as well as the past, present, and future colleges, institutions, divisions, and departments of the University and its predecessors, successors, and assigns (collectively, the "OSU Entities"), as well as all past, present, and future officers, directors, managers, supervisors, employees, agents, independent contractors, attorneys, insurers, and any other representative of whatever kind (individually and in their official capacities) of the OSU Entities (collectively, the "Released Parties") from any action, claim, obligation, damages, cost or expense (including without limitation attorneys' fees) that Coach has or may have had against the Released Parties, whether known or unknown, and which existed on or before Coach executes this Agreement, including, without limitation, claims, arising directly or indirectly from

## Exhibit A

Coach's employment with any of the OSU Entities while he was employed by any of the OSU Entities.

(b) This release covers all possible claims that are waivable by law, including but not limited to all claims that could be asserted in contract, in tort, under any state common law, under federal common law, under any state constitution, under the federal Constitution, or under any federal statute, state statute, local ordinance, or under any federal, state, or local regulation, except for any claims related to Coach's accrued and vested deferred compensation or other accrued and vested benefits under any employee benefit plan of the University in accordance with the terms of such plans and applicable law. This specifically includes, without limitation, claims arising under the Age Discrimination in Employment Act of 1967, as amended by the Older Workers Benefit Protect Act of 1990, as amended.

(c) Coach represents and warrants that he has no pending charges, claims, suits, arbitrations, complaints, or grievances against the Released Parties with any federal, state, local, or other governmental agency, or in any court of law, or before any arbitration association. Coach acknowledges and agrees that he has received all wages, vacation pay, benefits, and all other compensation due to him from the University as a result of his former employment with the University. Further, Coach acknowledges and agrees that he has received all leave under the Family & Medical Leave Act of 1993, as amended, (FMLA) to which he may have been entitled. Coach agrees that he is not aware of any facts or circumstances constituting a violation of either the FMLA or the Fair Labor Standards Act of 1938, as amended, (FLSA) and, to the greatest extent permitted by applicable law, waives and releases any and all claims under the FMLA or FLSA.

(d) Coach expressly waives and releases any right he may have to recover any monetary relief resulting from any charge or any action or suit that may be instituted on Coach's behalf against the Released Parties by the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, or any other governmental agency.

3. Knowing and Voluntary Age Waiver Under Federal Law. This Agreement specifically waives any claims, known or unknown, that Coach has or may have had against the Released Parties for alleged age discrimination. In accordance with the Age Discrimination in Employment Act of 1967, as amended by the Older Workers Benefit Protect Act of 1990, Coach is specifically advised that he has the following rights in connection with whether he knowingly and voluntarily agrees to be bound by this Agreement:

- a. Time to Consider this Agreement. Coach has twenty-one (21) days in which to consider whether to sign this Agreement. Coach may take all twenty-one (21) days to consider, or Coach may take less than twenty-one (21) days to consider, if he so chooses. The Parties agree that any changes to this Agreement, whether material or immaterial, do not restart the twenty-one (21) day period.
- b. Consultation with Attorney. Coach is specifically advised in writing to consult an attorney to ensure that he understands all of the terms of this Agreement and understands the rights he is waiving by signing this Agreement.
- c. Ability to Revoke this Agreement. If Coach signs this Agreement prior to the expiration of the twenty-one (21) day period, Coach will then have

## Exhibit A

seven (7) days in which to revoke his signature (the "Revocation Period"). If, after the Revocation Period, Coach has not revoked his signature, then this Agreement becomes effective and the Parties are bound by this Agreement's terms on the eighth day after Coach signs (the "Effective Date"). If, prior to the expiration of the Revocation Period, Coach decides to revoke his signature, Coach must send a registered letter to: Julie Vannatta, Senior Associate General Counsel, Office of Legal Affairs, The Ohio State University, 1590 North High Street, Suite 500, Columbus, Ohio, 43201. To be effective, this notice of revocation must be received by the University before the close of business on the seventh (7th) day after Coach signs this Agreement. If Coach revokes his signature, all of the offers from the University contained in this Agreement are rescinded, this entire Agreement is voided, and Coach is not entitled to the Settlement Payment or any other consideration provided to him by this Agreement.

- d. Knowing and Voluntary. In accordance with the statements contained in this Paragraph 3, Coach agrees that by signing this Agreement he acknowledges that he fully and completely understands and accepts the terms of this Agreement, including without limitation those contained in this Paragraph 3 of the Agreement; and that he enters into this Agreement freely and voluntarily.

4. Released Parties as Third-Party Beneficiaries. Each of the Released Parties is expressly intended to be a third-party beneficiary to this Agreement, which grants them, among other things, the right to sue upon and/or enforce the terms of this Agreement applicable to them.

5. No Admission of Liability. The Parties agree that this Agreement is entered into solely because of the dictates of the Employment Agreement. Nothing contained in this Agreement, and no actions undertaken by the Parties with respect to this Agreement, shall ever be treated as, or claimed or construed to be, an admission by any of the Parties of any fault, wrongdoing, liability, injury, or damages by them.

6. Breach. The Parties agree and acknowledge that this Agreement may be used as evidence in any subsequent proceeding in which one of the Parties alleges a breach of this Agreement or asserts claims inconsistent with the terms of this Agreement. This Agreement may be specifically enforced by judicial proceedings. In the event of any legal action between the Parties for enforcement of any of the terms of this Agreement, the prevailing party shall be entitled to recover, in addition to that party's damages or other relief awarded by a court of competent jurisdiction, that party's reasonable costs and attorneys' fees. However, the University shall not be entitled to recover damages, reasonable costs, and reasonable attorneys' fees, or impose any other penalty against Coach under this Agreement, based upon any challenge by Coach of whether he knowingly and voluntarily consented to the age waiver in this Agreement consistent with federal law.

7. No Waiver. No failure by any Party to insist upon compliance with any term of this Agreement, to exercise any option, enforce any right, or seek any remedy, upon any default of any other Party shall affect, or constitute a waiver of, that party's right to insist upon strict compliance, exercise that option, enforce that right, or seek that remedy with respect to the default or any prior, contemporaneous, or subsequent default; nor shall any custom or practice

## Exhibit A

of the Parties at variance with any provision of this Agreement affect, or constitute a waiver of, any Party's right to demand strict compliance with all provisions of this Agreement.

8. Choice of Law and Venue. This Agreement shall be governed by, construed, and enforced in accordance with the laws of the State of Ohio without regard to the principles or provisions of conflict of laws. The Parties agree that any action for a breach or threatened breach of this Agreement or relating to any matters referred to in this Agreement shall be maintained only in Franklin County, Ohio. The Parties consent and agree any court in Franklin County, Ohio shall have personal jurisdiction over them.

9. Entire Agreement. The Parties agree and acknowledge that this Agreement contains and comprises the entire agreement and understanding of the Parties; that no other representation, promise, covenant, or agreement of any kind whatsoever has been made to any of them to cause them to execute this Agreement; and that all agreements and understandings between the Parties are embodied and expressed in this Agreement. The Parties further agree and acknowledge that the terms of this Agreement are contractual, and not a mere recital, and the Parties intend this Agreement to be a substituted contract, not an executory accord. The Parties additionally agree that the terms of this Agreement shall not be amended or changed except in writing and signed by all Parties, including a duly authorized agent of the University.

10. Severability. If any portion of this Agreement shall be determined by any court of competent jurisdiction to be invalid, illegal, or otherwise unenforceable, and such determination becomes final, the University shall have the option of voiding this entire Agreement or enforcing the remaining provisions so as to give effect to the intentions of the Parties insofar as possible. The University shall communicate the decision of whether to void this entire Agreement or enforce the remaining provisions to Coach, in writing, within thirty (30) days of the final determination of the court of competent jurisdiction. If the University fails to communicate any decision, the remaining provisions of the Agreement shall be enforced so as to give effect to the intentions of the Parties insofar as possible.

11. Counterparts. This Agreement may be executed simultaneously in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

(Intentionally Left Blank, Signature Page Follows)

Exhibit A

BY SIGNING BELOW, EACH PARTY REPRESENTS THAT THEY HAVE READ THIS ENTIRE AGREEMENT CONSISTING OF SIX (6) PAGES AND ELEVEN PARAGRAPHS (11) PARAGRAPHS, AND OF THEIR OWN FREE WILL VOLUNTARILY AGREE TO BE BOUND BY THE AGREEMENT:

THE OHIO STATE UNIVERSITY:

[COACH]

\_\_\_\_\_  
Signature of Authorized Representative

\_\_\_\_\_  
Signature

Name: \_\_\_\_\_

Title: \_\_\_\_\_

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



**From:** paulsca138@aol.com  
**Sent:** 8/2/2018 10:58 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Urban

---

You forced Tress out for lying about free Tattoos, hmm I wonder which situation is worse ??

**From:** "Jorn Schaffner" <jorn@osumsolutions.com>  
**Sent:** 8/2/2018 9:55 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Full Support of Urban Meyer

---

Mr. Smith,

I am certain you are receiving lots of feedback regarding the current situation with the football program.

I am writing to let you know that I fully support Urban Meyer, and would like him to be re-instated and to remain the Ohio State football coach.

I will be exceptionally disappointed with Ohio State if they terminate Urban Meyer over an alleged domestic issue between two people in their own home, for which neither the police nor prosecutors pressed charges, after an investigation, and the police redacted any documentation related to all incidents, prior to the media reports on July 23-24, 2018.

This is an issue with the directly involved parties. This is a Powell Police and prosecutor issue. This is not an Ohio State University issue. This is not an Urban and Shelley Meyer issue.

If there is nothing more to this than what has been reported, it will be a ridiculously poor decision to terminate Urban Meyer.

Moreover, it will lead me to absolutely question any further support, financial or otherwise, of The Ohio State University, and the Athletic Department going forward.

I appreciate your consideration, and thank you for your time.

Thank you,  
Jorn

Jorn M. Schaffner  
Ohio State Class of 1991  
Lifetime Gifts to Ohio State: \$122,630.43  
Buckeye Club National Champions Level  
Football Club Seat Holder



Terms of Employment – Zachary Smith

The Ohio State University, on behalf of its Department of Athletics ("Ohio State"), and Zachary Smith ("Coach") have had certain discussions regarding Coach's employment as Ohio State's Assistant Coach - Football. The parties recognize that Ohio State shall present Coach with a more thorough and formal employment contract addressing additional terms of employment in the near future. Until that time, the parties hereby agree to the below terms as follows:

1. Ohio State shall employ Coach as Assistant Coach - Football for a term commencing on February 1, 2018 and terminating, without further notice to Coach, on January 31, 2019.
2. Ohio State shall pay Coach total guaranteed cash compensation at the rate of \$340,000 per year for the term commencing on February 1, 2018 and terminating on January 31, 2019.
3. Ohio State shall pay Coach bonuses as supplemental compensation as follows:
  - a. Big Ten Division Champion – 8.5% base salary at Coach's then-current rate;
  - b. Win Big Ten Conference Championship game – 4.25% base salary at Coach's then-current rate;
  - c. Participation in a post-season College Football Playoff ("CFP") bowl game – 17% base salary at Coach's then-current rate;
    1. Participation in a non-CFP bowl game and has nine (9) wins in a given season – 4.25% base salary at Coach's then-current rate;
  - d. Participation in the semi-finals (but not the finals) of the CFP – 21.25% base salary at Coach's then-current rate;
  - e. If Team wins semi-final CFP game, and participates in the finals of the CFP, Coach is not entitled to (d) above. Instead – 25.5% base salary at Coach's then-current rate.
4. If Ohio State pays Coach one or more of the bonuses set forth in paragraph 3 above, and if such achievement(s) are subsequently vacated by Ohio State or the NCAA (if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA), then Coach shall repay to Ohio State all supplemental compensation received by Coach for such vacated achievement(s).
5. Ohio State shall pay Coach a stipend of \$600/month, which shall be used to cover automobile costs for one automobile.
6. Ohio State shall provide Coach 6 football season tickets, 2 men's basketball season tickets.
7. The parties agree that Ohio State has the exclusive rights to its youth athletic camps, but Coach shall have the opportunity to earn supplemental compensation by assisting in the marketing, supervision and general administration of football camps.

8. Coach shall appear on television and radio Coach's shows and other media programs as requested by Ohio State. Coach shall assign to Ohio State all rights, title and interest in his name, likeness and other indicia identified with Coach in connection with such media programming.
9. If Coach terminates his employment with Ohio State at any time during the term of the contract, for any employment (other than a head coaching position), Coach shall pay Ohio State One Hundred Thousand dollars (\$100,000).

The parties recognize that this term sheet represents a preliminary understanding of the parties and shall form the basis of a formal agreement. Final agreement is subject to completion of a satisfactory background and compliance check, as well as approval of Ohio State's President, Executive Vice President and Provost and Board of Trustees.

THE OHIO STATE UNIVERSITY

COACH

  
Eugene D. Smith  
Sr. Vice President and Wolfe Foundation  
Endowed Athletics Director

  
Zachary Smith

Date: 2/12/18

Date: 2-14-18

**From:** "Jo Potuto" <jpotuto1@unl.edu>  
**Sent:** 8/2/2018 9:46 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:**

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Gene. You have my empathy and sympathy as you work through the Urban Meyer issues. I guess dealing with it now is better than in season, but . . . . I consult on this stuff, and do presentations, and i know from that experience how hard it is to deal with one's own people — to be fair to them but also to manage the public perception and not to downplay the impact on a victim. BPeople are too quick to jump to conclusions and also to see a matter as clear and un-nuanced. From what I see, you are doing very well. Whatever you decide, you have my support. Jo

Josephine (Jo) R. Potuto  
College of Law  
University of Nebraska  
Sent from my iPhone

**From:** "Cindy Weaver" <cindyweaver1964@aim.com>

**Sent:** 8/2/2018 10:20 AM

**To:** "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** OSU football

---

Dear Mr Smith,

I am a 1986 OSU alum and a football season ticket holder. If Urban Meyer gets fired over something that was beyond his control and over something that the politically correct crowd demands, then this university has seen its last monetary donation and never again will we buy season tickets. This is petty and unnecessary. FIGHT FOR HIM! He's worth it.

Sincerely,

Cindy Weaver

Sent from my iPad

**From:** "steve v" <svarlas@hotmail.com>

**Sent:** 8/2/2018 9:06 AM

**To:** "President Michael V. Drake" <drake.379@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** Urban Meyer

---

I want Urban Meyer reinstated immediately.

If he is fired I will spend my thousands of dollars on football on political groups to remove all admin from OSU.

Sent from my Verizon, Samsung Galaxy smartphone



**From:** "Dewey Boecker" <dfboecker@hotmail.com>

**Sent:** 8/2/2018 8:36 AM

**To:** "President Michael V. Drake" <drake.379@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** Urban Meyer

---

Gentlemen,

As a proud graduate of The Ohio State University and a lifelong supporter of Ohio State, I am writing you to demand that you take FAIR and PRUDENT action in your handling of Coach Meyer's situation. Do not fall into the mob mentality justice that is infesting our society today.

Do not allow the University to get bullied into sacrificing Coach Meyer to the bloodthirsty mob. Stand up for our coach and our University! Do the RIGHT thing, not the easy thing.

Duane Boecker

OSU Class of 1998

**From:** "Mark Brandt" <mjbrandt2000@yahoo.com>

**Sent:** 8/2/2018 8:35 AM

**To:** "President Michael V. Drake" <drake.379@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** Reinstate Urban!

---

I am an alumni '94 and come from a family (mine and my wife's family) of OSU alumni and supporters. I have 2 nephews currently enrolled at OSU.

We are all disgusted at this witch hunt and we ask that you reinstate Coach Meyer immediately. He did nothing wrong here and should not be punished for the private family issues of a former assistant coach.

Thank you.

Mark Brandt

**From:** "Shockley, Anthony" <ashockley@sfg4you.com>  
**Sent:** 8/2/2018 7:43 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Urban Meyer

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If you fire Coach Meyer over this incident, I will never buy another OSU football ticket again. I will also terminate my membership in the President's and Buckeye clubs. Think about how many other season ticket holders that will feel the same way.

No boss should be obligated to fire an employee because of a domestic dispute. Was Zach Smith prosecuted for beating his wife? If he was, there should be some public record of it and there was no cover up. If he wasn't, then there is certainly NO obligation for Urban to do anything about it.

Tony Shockley. 83 BA. 85 MA

Anthony R. Shockley, CLU, CLTC

Please note my new email address: [ashockley@sfg4you.com](mailto:ashockley@sfg4you.com)

Signature Financial Group, LLC  
445 Hutchinson Ave. Ste. 800  
Columbus, OH. 43235

Registered Representative/Securities offered through Signator Investors, Inc. Member FINRA, SIPC.

Anthony R. Shockley, CLU, CLTC

Please note my new email address: [ashockley@sfg4you.com](mailto:ashockley@sfg4you.com)

Signature Financial Group, LLC  
445 Hutchinson Ave. Ste. 800  
Columbus, OH. 43235

Registered Representative/Securities offered through Signator Investors, Inc. Member FINRA, SIPC.

Please keep in mind that e-mail is not secure and we do not transmit personal information via e-mail unless we have sent the information through a secure line. Please do not include personal or confidential information in your

transmission, and instead include a phone number and the best time to reach you at that number. It is important that you do not use e-mail to request, authorize or effect the purchase or sale of any security or commodity, to send fund transfer instructions, or to effect any other transactions. Any such request, orders, or instructions that you send will not be accepted and will not be processed by Signator Investors, Inc. The information contained in this email and any attachments is strictly confidential and is for the use of the intended recipient. Any use, dissemination, distribution, or reproduction of any part of this email or any attachment is prohibited. If you are not the intended recipient, please notify the sender by return email and delete all copies including attachments.

**From:** "D1.ticker" <matt@d1ticker.com>

**Sent:** 8/2/2018 6:56 AM

**To:** "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** D1.ticker - News from Wednesday, August 1, 2018

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D1.ticker - Eliminate the barrage of articles & time-consuming searches. Efficient D1 athletics news in a daily email.

*D1.jobs: New opportunities below at **Boise State** & **Penn State**. [Post your team openings here](#)*

"(Athletic director) Gene (Smith) and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter." That's **Ohio State** FB HC Meyer late yesterday afternoon as former **ESPN** headliner McMurphy broke open the story of former OSU FB AC Smith's troubling history of alleged domestic abuse. More from the institution, "The university is conducting an investigation into these allegations. We are focused on supporting our players and on getting the truth as expeditiously as possible." ([link](#)); Here's McMurphy's initial piece, which includes pictures & text messages involving Courtney Smith, Shelley Meyer & other wives of OSU FB staffers. ([link](#)); Smith did an exclusive interview with **Stadium**. ([link](#) - video); Also...  
+ **Yahoo's** Wetzel points to two key questions: 1) What did Shelley Meyer tell her husband?; and, 2) If Ohio State did investigate this situation, why did it not include Smith, which is a central claim of hers? In closing, "This is all on just day one of a story that shook Columbus to its core. Don't expect Bricker Hall to be any less tense on Thursday. What comes next could be far worse. Meyer may be on his way out. It's quite possible he won't be alone." ([link](#))  
+ **The Athletic's** Auerbach, in addition to saying Meyer needs to be held accountable, "There are fundamental problems in the way allegations of violence are handled in college sports. There have been breakdowns in existing reporting processes, failures by Title IX departments and even instances of coaches pressuring victims to recant allegations. Colleges and their athletic departments are often tasked with handling serious allegations and serious crimes, though they are not always well-equipped to do so. What needs to change is what happens when they are reported." ([link](#))  
+ **USA Today's** Wolken: "Make no mistake: If Urban Meyer was covering for a serial abuser on his staff, he cannot stay at Ohio State. That's not even controversial or worth arguing." ([link](#))  
+ **CBS Sports' Dodd**: "We must presume innocence, of course. But if the school's investigation finds that Meyer indeed knew of Zach Smith's alleged long-term abuse and didn't act upon it himself before last week when he fired Smith, it must be considered that his career as a major-college coach could be over. What self-respecting athletic director or president could look at his wife and tell her he was considering hiring Meyer?" ([link](#))  
+ **ESPN's** Rittenberg: "Title IX language in Urban Meyer's newest contract is notable, but his obligation to report domestic violence allegations involving a non-university employee (Courtney Smith) is unclear. If it's like **Colorado**/Joe Tumpkin situation, he might not have legal obligation to protect." ([link](#))  
+ **USA Today's** Berkowitz: "A termination for cause could end up costing Meyer close to \$40 million. He is set to make \$7.6 million for this season and is due automatic annual raises under deal that would expire after 2022 season." ([link](#))  
+ **Sports Illustrated** legal expert McCann dives in, "...by placing Meyer on paid leave, Ohio State avoids the potential legal pitfall of financially harming Meyer before making substantive determinations against him. If the university doesn't give Meyer a fair shake—such as by punishing him before finding him at fault—he could argue in court that he was denied due process. In that same vein, Ohio State placing Meyer on paid leave ensures the school doesn't unwittingly give him an opportunity to seek a court injunction to return to work." More. ([link](#))

Big news in the search space as industry veteran Young Staudt slides over the join **Ventura Partners** as Managing Director of its Sports & Entertainment practice & will open a new office in Phoenix. Ventura's Chatlos: "We are thrilled to have someone of Katy's experience and respect on our team. Katy leads discrete, highly confidential searches, and treats candidates with respect, transparency and class—pillars of our practice at Ventura Partners. We are immediately a stronger team with her addition and I cannot wait for her to get started." A number of ADs chimed in positively on the move. ([link](#))

New **Fresno State** AD Turney inks to the Bulldogs' base on his first day, "Our athletic department will be committed to the student-athlete experience, which will be based on comprehensive excellence throughout every engagement point with our students. We will be held accountable and be committed to making this experience as fruitful and robust as any other in the country. I will be an active person in our community. This entire department from our coaches to our staff will be tireless in our efforts. Our focus will be one of service. There is no greater mission than serving Fresno State students and the people of the valley. We will be a community that is all in." ([link](#))



**Little Rock** AD Conque gets Vice Chancellor added to his title line. Annual base pay of \$178,888 to remain the same. Conque has led the Trojans since 2015. [\(link\)](#)

**Iowa State** AD Pollard announces a \$1.5M annual deal for 10 years with **MidAmerican Energy** for the naming rights of the field at **Jack Trice Stadium**. The \$15M will be of good use for the build of the new **Student Performance Center** alongside the expansion of the **Bergstrom Football Complex** & enhancement of the north end zone, an overall project set to begin during the spring of next year. Pollard has used the range of \$65M to \$80M before, says a more exact cost estimate will be available down the line. [\(link\)](#)

**CBSports.com's** Dodd does not believe FB is "under attack" as some, like **North Carolina** HC Fedora, have pointed to, but does think the sport could use some healthy review. Head injuries are at the center of the debate & Dodd argues too many coaches have too much influence on the hiring of medical personnel that are vital to student-athlete health. Overall thesis: "It is more accurate to say that football the way it is presently built cannot endure. [...] Football is an institution, but our country wouldn't 'decline' without it, as Fedora suggested. Instead, we must have intelligent discussions about what is best for the game and the players who put their bodies on the line." [\(link\)](#)

More from Columbus as former **Ohio State** Wrestling coach Hellickson connected with two former student-athletes & asked them to support former OSU AC & powerful Republican Congressman Jordan. Former student-athlete Yetts on his interaction with Hellickson, "He said, 'I will defend Jimmy until I have to put my hand on a Bible and be asked to tell the truth, then Jimmy will be on his own.' I told him, 'I'm going to contradict you, coach, because I'm telling the truth.'" More. [\(link\)](#)

Just watch the price of oil if you want to get a sense of where airline prices are going. **American Airlines** CEO Parker: "The fact is there are many activities that make sense at \$45 a barrel of oil, which no longer make sense at \$75 per barrel." Skift's Sumers with a solid description of overall airline pricing strategy, "Rather than pricing each ticket based on how much it costs to fly the segment, with perhaps a built-in profit margin, airlines set fares based on supply and demand. It's why a flight on Thursday evening, when more business travelers fly, is more expensive than on a Saturday morning, even though the operating cost is the same. When airlines want to raise ticket prices, they need to alter supply. By making seats more scarce, they should be able to raise prices." Oil prices have lingered in the \$65 to \$80 per barrel range for past quarter. [\(link\)](#)

presented by [Anthony Travel](#)

**Central Michigan** boss Alford reflects on his first year leading the Chips in a header graphic that includes the fire & finger pointing up emojis. Alford starts with, "Thank you. My mom and dad taught me early on (as Laura and I have taught our daughters) that these two words ought to be a regular part of my vocabulary. In looking back on my first year as director of athletics at Central Michigan University, I realize the spirit of gratitude conveyed by these two words only begins to express my feeling of appreciation for the CMU family." Continues by noting attitudes of "show me," as opposed to "tell me," and how the CMU community has responded with action on the donation & support fronts. Alford also points to the **Chippewa Champions Alumni Center** as a vital project on the horizon. Finishes with more "thank yous." [\(link\)](#)

**Loyola Chicago** AD Watson recruits **Hartford** Deputy AD Straiss-O'Brien to join the Ramblers in the same role. Strauss-O'Brien: "This is an exciting and pivotal time for Loyola and I look forward to being a part of shaping champions in the classroom, on the field of play and within the community. I am also deeply grateful to both Mary Ellen Gillespie and Anton Goff for their mentorship and their belief in me as a leader." [\(link\)](#); In another notable senior-level move, **UTEP** Senior Assoc. AD for Development & External Operations Park is headed to **Washington State** as the new Senior Assoc. AD for External Relations for Cougars boss Chun. Park will oversee communications, marketing, tickets, creative services, video operations & the IMG College property in Pullman. [\(link\)](#)

Here's some of the text exchange between **Arizona State** Swim boss Bowman & a former Olympian that's been in the spotlight. Part of the thread includes another coach, former national team assistant Hutchinson, who is under investigation by the Department of Homeland Security stemming from another situation, chiming in using Bowman's phone. Bowman: "The exchange was inappropriate, which is why I apologized for all of it. [...] ...nor should I have allowed any other individuals to communicate through my device, which is what I expressed to her when I apologized to her in a follow up phone conversation. I am deeply sorry for what occurred, have learned from all of this, and am grateful for the good relationship we have today." Updated from the university, "ASU can't comment during an ongoing review." [\(link\)](#)

**UTRGV** releases its 2017-18 annual report centered around its core themes of AchieVe, BelieVe, Drive, Invest & Thrive. Vaqueros AD King points to a third-straight year of revenue gains, says his department has "audacious" fundraising goals to make short- and long-term facility plans a reality. More King: "We aspire to be the 'model' and 'standard' athletic department in the **WAC**, contending for championships in every sport, and our vision is for the Rio Grande Valley community to be connected to our 16 sport programs." Good looking piece. ([link](#))

**More Personnel:** **Duke** AD White upgrades Assoc. ADs for Compliance Mesibov & Weiseman to the Senior Assoc. level. Executive Director of Ticket Operations Hart & Executive Director of Athletic Medicine Zarzour also join White's senior leadership team. ([link](#)); **UW-Green Bay** AD Guthrie elevates Batchelor (Compliance & Student-Athlete Welfare) & Vandervest (Development & External Relations) to Senior Assoc. ADs. ([link](#)); Another promotion as **Central Arkansas** AD Teague raises Asst. AD for External Relations Whiting to Assoc. AD status. ([link](#)); **Ivy League** suffer Muvenna heads to **Northeastern** as the new Assoc. AD for Compliance. ([link](#)); **Utah State** Deputy AD Barnes tabs Asst. AD for Marketing McLane up to Assoc. AD for Marketing & Promotions. ([link](#)); **Campbell** hires **Notre Dame** AC Dasso as the new Women's Tennis HC in Buies Creek. ([link](#)); **Oregon** goes with **Stanford** Women's LAX AC Gamble to lead its program. ([link](#)); **Syracuse** Women's Tennis leader Limam gets an extended long-term deal. ([link](#)); Transitioning **Cal Baptist** hires **Alabama** AC Tribbie as its new Cross Country & Track HC. ([link](#)); **D1Baseball's** Rogers notes, "Barring some drama this fall, we will end the year with 20 head coaching changes in college baseball. That's down from 31 last summer. Also: The high mark the last six years was 32 in 2016. The low mark the last six years was 19 in 2015." ([link](#))

**WSJ's Bernstein's article title, "When You Can't Stop Competing with Your Spouse."** Bernstein: "Marriage therapists say that most often when spouses compete it's about work. Many couples met in the office or graduate school and are in the same field. Even when they are not, work provides clear measures of success—promotions, raises, awards—that provide easy opportunities for comparison." On the topic of envy, professional or otherwise, psychologist Orenstein outlines: 1) Talk about it; 2) Appreciate your partner; 3) Give reassurance; 4) Find different ways to shine; 5) Continue to shine; 6) Turn envy into inspiration; and, 7) Take turns. ([link](#))

brought to you by [Turnkey](#)

What has **Mississippi State's** Cohen learned in his two years in the AD chair? "It's not brain surgery, but what it is, is a lifestyle. You have to live it at a certain pace with certain responsibilities that never leave you. In a way, it's not unlike coaching in the **Southeastern Conference**. I've really enjoyed it, and what it's allowed me to do is become not necessarily a fan, but someone who can be around all of our sports and compete through those sports all the time. So, it's been a really enjoyable experience." On new FB HC Moorhead: "I think a lot was made of him being a guy not from our region of the country, but if you can connect at a human level, you'll be successful as a recruiter, and he's certainly done that." ([link](#))

**Buffalo** boss Alnutt will team with the **UB Law School** to host a conference tomorrow, "Playing by the Rules: Sexual Harassment and Discrimination Issues in Employment, Education and Athletics". Alnutt: "It's about when you run into those situations -- how do you handle those situations -- there's the right way - and the wrong way to do it. And there's been some times where we could have done a better job. We learn from our mistakes and minimize those...again it's about how you respond to them. [...] You're never going to eliminate these situations, but hopefully bring in the right people with character that recognize the issues that are out there and kind of keep us 'out of the spotlight' so to speak." ([link](#))

**Facilities, continued:** **Northwestern's Walter Athletics Complex** officially dedicated & here's a slew of multimedia to highlight the top-notch digs. ([link](#), [link](#)); **Arizona** AD Heeke takes a look at progress on **Arizona Stadium**, says "it's all about facilities" when trying to attract elite prospective student-athletes. ([link](#)); Here's a good video behind the scenes of **South Carolina's** new \$50M FB Operations Center. ([link](#)); **Miami (FL)'s Carol Soffer Football Indoor Practice Facility** is getting really close to completion, per Senior Assoc. AD for Development Marks. ([link](#)); Solid set of 40 pictures detailing **Arizona State's** renovated **Sun Devil Stadium**. ([link](#)); Updated aerial view of **Mississippi State** work on **Dudy Noble Field**. ([link](#)); **Kentucky** will add a 1,800 square foot video board inside **Memorial Coliseum** as part of larger set of upgrades. ([link](#))



**James Madison** will get \$600K to play at **Louisville** on the gridiron in 2022 & **Inforum's** McFeely wonders how the Dukes were able to land the matchup to go along with others, like **NC State** (2018), **West Virginia** (2019) & **North Carolina** (2020). JMU Asst. AD for Communications Warner: "It has taken persistence. We've been told 'no' many times and have to keep trying. We face many of the same challenges that I'm sure **NDSU** does: when you establish that you can compete with **FBS** programs, they are more hesitant to schedule you. We also try to keep our **FBS** games within a reasonable distance and are fortunate to have a number of possible opponents within a few hours' drive." (link); **Illinois** & **UT Chattanooga** ink a deal for 2022, as well. (link)

**Broadcast Items:** Seven **Mountain West** FB matchups will be shown exclusively on **Facebook** this season, four non-conference & three league tilts. **Utah State** leads the way with five appearances. Deal in coordination with **Stadium**. (link); The **WHCA** extends & expands its relationship with **FloHockey.tv** to include every Women's games. (link); **beIN Sports** is off **Comcast**, **Verizon** could be next. (link)

**Also Noticed:** **LEAD1** boss McMillen's 'Byte of the Week' is on Player Availability Reports. Quick three-minute watch. (link); **Louisville Athletic Association** lawyers say former MBB HC Pitino's legal arguments are "directly contrary to the evidence obtained thus far in discovery." (link); **Papa John's** is off nearly every space at **Cardinal Stadium** in Louisville as FB season looms. (link); An **Oregon State** student has filed a suit against the university with allegations of rape by a FB student-athlete & retaliation by the institution. (link); **New Mexico State** could go to the **Arizona Bowl** if it reaches the wins threshold & the **Mountain West** & **Sun Belt** can't fulfill their deals with the bowl. (link); The 2020 **Track & Field Olympic Trials** are expected to be awarded to Eugene & a revamped **Hayward Field**. (link); **Papa John's** turns to **Endeavor** to right its current brand challenges. (link)

Interested in advertising a job opening in **D1.ticker**? Click here to submit your position. **D1.jobs** is sponsored by **Turnkey** a national search firm specializing in executive level recruiting in sports and entertainment.

(Posted from most recent over the last 30 days)

**(NEW!) Associate Sports Information Director (Boise State University / Boise, ID):** Boise State is hiring an associate sports information director whose primary responsibility will be baseball, and will also assist with the media relations efforts for the Broncos' football team. More details [HERE](#).

**(NEW!) Assistant Director of Strategic Communications (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics, a Division I and Big Ten Conference member, is seeking a highly qualified candidate to fill the position of Assistant Director of Strategic Communications. More details [HERE](#).

**Senior Associate/Associate Athletic Director for External Affairs (Drake University / Des Moines, IA):** Position will join the athletics department senior staff while serving as the lead fundraiser for the department and having oversight of all external relations areas. Provides sport supervision. More details [HERE](#).

**Assoc. Athletic Director - Communications (Clemson University / Clemson, SC):** Clemson University is looking for Assoc. Athletic Director - Communications in Jervy Athletic Center. To apply and view full details, please visit <http://www.Click2Apply.net/nywtb9qg/m3zz>. More details [HERE](#).

**Director of Marketing (University of New Mexico / Albuquerque, NM):** UNM Athletics Marketing department is seeking a Director of Marketing to will assist with the day-to-day marketing and promotions of assigned programs working directly with our basketball programs. More details [HERE](#).

**Account Executive (Home Team Sports / San Diego, CA):** The Account Executive (AE) will develop, sell, and manage all aspects of fully integrated corporate sponsorships for San Diego State University (SDSU) Sports Properties. More details [HERE](#).

**Senior Associate Athletic Director for Academic Support (University of Mississippi / Oxford, MS):** This position coordinates the facets of assisting and counseling student athletes with academic requirements in compliance with NCAA, SEC, & University academic eligibility & graduation requirements. More details [HERE](#).

**Associate/Sr. Associate Athletic Director for Student Success & Compliance (Winthrop University / Rock Hill, SC):** Under the direction of the Director of Athletics, the Associate/Senior Associate Athletic Director for Student Success & Compliance serves as a member of the Athletics Department senior staff. More details [HERE](#).

**Assistant AD/Director of Strategic Communications (University of San Diego / San Diego, CA):** Are you interested in working on the most beautiful college campus in America? We are looking for a Difference Maker to share the special story of the University of San Diego Toreros. If you are a talented strategic thinker, writer, videographer, graphic designer, or otherwise supremely talented communications professional, and can help move the needle in driving engagement, attendance, revenue generation, recruiting, etc., email Marcy Lanoue at: [mlanoue@sandiego.edu](mailto:mlanoue@sandiego.edu) TODAY. We're moving fast and you must enjoy sunshine! More details [HERE](#).

**Business Analyst - Intercollegiate Athletics (University of San Diego / San Diego, CA):** Bean Counter? Strategic thinker? We need both! Seeking a strong No. 2 in our Athletics Business Office. The Budget Analyst supports the Senior Associate AD/CFO in establishing, monitoring, and maintaining the department's budget in addition to collecting, reviewing, and analyzing data that is used in budget planning, forecasting and strategic planning processes. If you are good at math, a whiz-bang in accounting, finance or related field (CPA a plus) and not opposed to working on the most beautiful campus in America, please send email expressing interest TODAY to Senior Associate AD Dan Young: [young@sandiego.edu](mailto:young@sandiego.edu) (Yes, YouRg not YouNg!).

**Athletics Annual Fund Coordinator (California State University, Bakersfield / Bakersfield, CA):** The Athletics Annual Fund Coordinator manages the Roadrunner Scholarship Fund through the identification, cultivation, solicitation, and stewardship of donors and prospects. More details [HERE](#).

**Program Manager - Athletics Ticket Sales & Services (Texas Tech University / Lubbock, TX):** Assist in the development of new ticket marketing growth programs and initiatives; manage & update sales records using Ticket System/Salesforce on a daily and weekly basis. Req# ID 14848. More details [HERE](#).

**Athletic Business Operations Manager (Winthrop University / Rock Hill, SC):** Reporting to the Senior Associate Athletic Director for Internal Operations, the Business Operations Manager executes the athletics business office and departmental business functions. More details [HERE](#).

**Athletics Development Officer (Utah State University / Logan, UT):** The position is responsible for achieving identified goals and objectives established by the Deputy Athletics Director / Assistant Vice President in coordination with the... More details [HERE](#).

**Associate Athletic Director for Business Operations (Texas State University / San Marcos, TX):** This position will manage financial and human resources operations, coordinate strategic planning, and oversee administrative and/or operational projects for the Department of Athletics. More details [HERE](#).

**Assistant Athletic Director - Marketing/Promotions (Middle Tennessee State University / Murfreesboro, TN):** The Assistant Athletic Director Marketing and Promotions will work on the immediate and long range marketing/sales efforts for the athletic department. More details [HERE](#).

**Assistant Director of Athletics for Student-Athlete Development & Welfare (College of the Holy Cross / Worcester, MA):** The AD is responsible for creating and implementing a series of programming to emphasize and improve the student-athlete experience and welfare. Master's degree preferred. More details [HERE](#).

**Assistant/Associate Director, Athletics Communications (Boston College / Chestnut Hill, MA):** Boston College Athletics is accepting applications for the position of Assistant/Associate Director, Athletics Communications. This position will serve as the media contact for the men's hockey team. More details [HERE](#).

**Head Women's Lacrosse Coach (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution and member of the Mid-American Conference is currently accepting application for the position of Head Women's Lacrosse Coach. More details [HERE](#).

**CD Henry Internship (Big Ten Conference / Rosemont, IL):** The intern will work in several areas of the office including sports administration, championships, football and basketball operations and special research projects. More details [HERE](#).

**Associate Athletics Director for Communications (Vanderbilt University / Nashville, TN):** The Associate Athletics Director of Communications is responsible for leading the department's communications efforts in alignment with institutional-level strategies and tactics to advance Vanderbilt. More details [HERE](#).

**Coordinator of Baseball Operations (Long Beach State University / Long Beach, CA):** This position provides administrative support to the Baseball program. Must apply online at [www.csulb.edu/employment](http://www.csulb.edu/employment) to be considered. More details [HERE](#).

**Executive or Sr. Associate Athletics Director for Academics and Student Development (University of Georgia Athletic Association / Athens, GA):** Member of UGA Athletics Senior Management Team. Responsible for oversight and management of academic success and academic support services for student athletes participating in 21 sport programs. More details [HERE](#).

**Assistant Athletic Director (University of Georgia Athletic Association / Athens, GA):** Responsible for efficient and effective operation of the Athletic Association's human resources unit. Establish and implement HR efforts that effectively communicate and support our mission and vision. More details [HERE](#).

**Director of Development - Premium Seating/Major Gifts (University of Wisconsin / Madison, WI):** This position will work as a member of the Athletic Development Office team with specific responsibility for developing, implementing and evaluating the premium seating program. More details [HERE](#).

**Associate Director Athletics Ticket Analytics and Database Management (Texas Tech University / Lubbock, TX):** Assist in management of the overall day-to-day database maintenance and administration for both Paciolan ticketing and Salesforce CRM software; maintain forecasting models. Req#ID 14783. More details [HERE](#).

**Creative Services Coordinator (University of North Carolina at Charlotte / Charlotte, NC):** This position is responsible for consulting, creation, designing, delivering wide variety visual/graphic art products for all sports teams. The products include but are not limited to: individual team posters, schedule cards, promotional items, billboards, recruiting materials, public relations material and social media content. More details [HERE](#).

**Tennis Coordinator of Officials (Big Ten Conference / Rosemont, IL):** Assign officials for all men's and women's Big Ten tennis conference matches while acting as a liaison between the NCAA, ITA, member institutions' tennis coaches and officials. More details [HERE](#).

**Assistant Director of Digital Communications - Social Media Strategy (NCAA / Indianapolis, IN):** Manage various outreach efforts of the NCAA's main communications office, assisting in the Association's social media efforts and other communications efforts as defined by the managing director of external affairs and director of digital communications. More details [HERE](#).

**Assistant Director of Athletics Communications (University of Notre Dame / South Bend, IN):** Join the Communications arm of Fighting Irish Media, which aims to engage and connect student-athletes, fans and alumni to Notre Dame. More details [HERE](#).

**Feature Content Specialist, On-Air Talent (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking a candidate for a Feature Content Specialist and On-Air Talent. Typically requires a Bachelor's degree or higher plus four years of related experience. More details [HERE](#).

**Senior Associate Athletic Director (University of North Carolina at Chapel Hill / Chapel Hill, NC):** The University of North Carolina at Chapel Hill Department of Athletics is seeking applications for a Senior Associate Athletic Director for Student Athlete Health, Well Being and Program Outreach. More details [HERE](#).



**Assistant Athletic Director- Compliance (Rice University / Houston, TX):** This position is responsible for managing, developing, and implementing all aspects of the department's compliance program and the day to day operations of the compliance office. More details [HERE](#).

**Assistant Director of Marketing (Northwestern University / Evanston, IL):** Responsible for oversight of select sports. This position facilitates the creation & execution of strategic plans supporting brand awareness, ticket sales & other revenue-generating initiatives. More details [HERE](#).

**Head Coach - Women's Tennis (Middle Tennessee State University / Murfreesboro, TN):** Oversee all aspects of the University's NCAA Division I Women's Tennis program at Middle Tennessee State University. More details [HERE](#).

**Director, Athletics Advancement (Florida Gulf Coast University / Fort Myers, FL):** The Director, Athletics Advancement identifies, qualifies, cultivates, closes and stewards gifts from current and prospective donors for both Athletics and the FGCU Foundation. More details [HERE](#).

**Assistant Director of Annual Giving (Auburn Athletics / Tigers Unlimited / Auburn, AL):** This position will develop, coordinate, and implement programs, services, and fundraising activities aimed at raising awareness and advancement of Athletics development initiatives. More details [HERE](#).

**Associate/Assistant Athletic Director for Sports Medicine (Virginia Commonwealth University / Richmond, VA):** VCU Athletics invites applicants for an Assoc AD for Sports Medicine who will be responsible for the direction and development of the entire Sports Medicine program. Sport assignment is MBB. More details [HERE](#).

**Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Director of the Mocs Club provides primary leadership for athletics annual fundraising efforts, specifically to increase Mocs Club membership and increase unrestricted giving to UTC Athletics. More details [HERE](#).

**Associate Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Associate Director will assist with athletics annual fundraising efforts, manage all aspects of the C Club, UTC's Letterwinners organization, and provide stewardship to all donors to UTC Athletics. More details [HERE](#).

**(NEW!) Athletics Development Coordinator (Boston University / Boston, MA):** This position is a key member of the Athletics Development staff, assisting the department toward its \$50 million goal as part of the \$1.5 billion goal in the Campaign for BU. More details [HERE](#).

**COORDINATOR OF WOMEN'S BASKETBALL OPERATIONS & PLAYER DEVELOPMENT (Middle Tennessee State University / Murfreesboro, TN):** The Coordinator of Women's Basketball Relations and Player Development will work directly with the Head Coach and the Director of the Academic Enhancement Center and assist with administrative aspects. More details [HERE](#).

**Head Coach, Women's Tennis (Brown University / Providence, RI):** This position is responsible for all aspects of the Women's Tennis program. The Incumbent also maintains positive relations with alumnae and friends groups. More details [HERE](#).

**Assistant Athletic Director, Creative and Digital Media (University of Oregon / Eugene, OR):** This role is responsible for leading and executing creative branding, digital, and social media strategy for Oregon Athletics. Building brand awareness and positive messaging for fans and constituents. More details [HERE](#).

**Athletics Business Manager (University of Louisville Athletic Association / Louisville, KY):** The Athletics Business Manager is responsible for oversight of the business operations of the U of L Athletic Department including budget, finance, accounting, travel, accounts payable/receivable, etc. More details [HERE](#).

**Director of Athletics Compliance (University of North Texas / Denton, TX):** Oversees the day-to-day compliance activities to meet NCAA, Conference USA, and University of North Texas requirements. Directs, addresses, and follows up on eligibility records for student athletes. More details [HERE](#).

**Assistant Director of Marketing (University of Louisville Athletic Association / Louisville, KY):** The Assistant Director of Marketing position serves as the marketing director and game director for all assigned Olympic sports for the University of Louisville Athletic Department. More details [HERE](#).

**Athletic Academic Advisor, Student Athlete Services (James Madison University / Harrisonburg, VA):** Assist the Associate AD for Student-Athlete Services in the organization, coordination and implementation of academic support services for student-athletes. More details [HERE](#).

**Head Coach, Womens Gymnastics (San Jose State University / San Jose, CA):** The Gymnastics Head Coach will report directly to the Senior Associate Athletics Director. Teach, motivate, and recruit student athletes. Details apply: [http://www.sjsu.edu/hr/careers/job1\\_id:24643](http://www.sjsu.edu/hr/careers/job1_id:24643). More details [HERE](#).

**Head Baseball Coach (#11012) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution, is currently accepting applications for the position of Head Baseball Coach. Bachelor's required. EEO-AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Baseball Coach (#11015) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution is currently accepting applications for the position of Assistant Baseball Coach. Bachelor's required. EEO-AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Coach 1 - Hitting (Middle Tennessee State University / Murfreesboro, TN):** Assist the Head women's softball coach organize and administer all aspects of our NCAA Division I women's softball program. More details [HERE](#).

**Assistant Director of Ticket Operations (Army West Point Athletic Association / West Point, NY):** Responsible for assisting the Director of Operations, Army A Club with the overall operation of the Army A Club. More details [HERE](#).

**Director of Compliance for Eligibility/Assistant Director of Compliance for Eligibility (University of Michigan Athletic Department / Ann Arbor, MI):** This position will assist in a number of areas related to eligibility and recruiting and will have primary responsibility for managing the continuing, transfer, and initial eligibility process. More details [HERE](#).

**Director, Digital Media Strategy & Content (Mountain West Conference / Colorado Springs, CO):** The Mountain West is accepting applications for its Director, Digital Media Strategy & Content. The successful candidate will design & implement the digital media strategy for the Conference. More details [HERE](#).



**Athletics Marketing Coordinator (Eastern Michigan University / Ypsilanti, MI):** Assist with efforts to coordinate and implement marketing strategies to increase student attendance and engagement at home athletic events, and bring program visibility and awareness at home games. More details [HERE](#).

**Assistant Director of Group Sales (Baylor University / Waco, TX):** The Assistant Director of Group Sales is responsible for providing ticket sales assistance for the Department of Athletics as well as ensure group experience fulfillment. More details [HERE](#).

**Head Coach, Women's Softball (Quinnipiac University / Hamden, CT):** In this position, you will be responsible for total program management, including coaching, administration, recruitment and coordination of a collegiate women's softball program. More details [HERE](#).

**Head Women's Tennis Coach (University of Southern Mississippi / Hattiesburg, MS):** Head coach of the Southern Miss Women's Tennis program. Candidate will be responsible for coaching, recruiting, and overall operation and performance of Women's Tennis at Southern Miss. More details [HERE](#).

**Assistant Women's Lacrosse Coach (Quinnipiac University / Hamden, CT):** The assistant coach will engage in sport-specific coaching, recruitment, and student-athlete development with the women's lacrosse program. More details [HERE](#).

**Assistant Athletic Director – Marketing and Fan Experience (Air Force Academy Athletics Corporation / Colorado Springs, CO):** Works closely and collaboratively with AFAAC CEO and Associate Athletic Director for External Relations to develop an external vision for the department, which includes social media strategy, advertising campaigns, promotional schedules and marketing plans. More details [HERE](#).

**Assistant Athletic Director for Communications (Ohio University / Athens, OH):** Administer all components of sports information for Ohio University's 16 sports, to include the communication and distribution of sports related information to local, regional and national media. More details [HERE](#).

**Assistant Director for Athletics Communications (University of North Texas / Denton, TX):** UNT hiring for Assist Director-Athletics Communications. Resp. developing promotional & publicity strategies for dept. Digital & social media, dept website & traditional media relationship cultivation. More details [HERE](#).

**Assistant Director of Athletics for Compliance (College of Holy Cross / Worcester, MA):** Responsible for managing an NCAA Division I rules compliance program and enhancing a culture of compliance. Master's Degree or J.D. preferred. NCAA rules and regulations required. More details [HERE](#).

**Director of Athletic Marketing (Stony Brook University / Stony Brook, NY):** The Director of Athletic Marketing will support the Assistant AD Athletic Marketing in the development and execution of a comprehensive marketing plan for the Department of Athletics. More details [HERE](#).

**Financial Aid Coordinator - Athletics (University of North Texas / Denton, TX):** UNT is hiring for a Financial Aid Coordinator. Resp. day to day financial aid compliance, assist drafting & submitting waivers. Coordinate all financial-aid related activities for student athletes. More details [HERE](#).

**Assistant Director of Enforcement – Basketball Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in men's and women's basketball recruiting environments. More details [HERE](#).

**Assistant Director of Enforcement – Football Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in and knowledge of the football recruiting environment through monitoring, investigation, and outreach. More details [HERE](#).

**Assistant Director of Enforcement – Investigations and Processing (NCAA / Indianapolis, IN):** This position is responsible for investigating and processing potential violations of NCAA legislation, compiling and evaluating evidence of infractions, and drafting necessary submissions. More details [HERE](#).

**Assistant Director, Administration (Mississippi State University / Starkville, MS):** Plans, organizes, and facilitates activities for Director of Athletics and Department of Athletics Administration. More details [HERE](#).

**Account Executive-Corporate Partnerships (Peak Sports MGMT / Multiple Cities):** Position is responsible for, but not limited to, supporting their respective property in areas of game-day and event operations, activation, fulfillment, marketing, office and administrative support. More details [HERE](#).

**Associate Director, Athletic Facilities & Recreation (Babson College / Wellesley, MA):** The Associate Director is responsible for the management and daily operations of all athletics facilities, including daily and event operations, scheduling, security and programming. More details [HERE](#).

**Associate Athletics Director for Compliance (Vanderbilt University / Nashville, TN):** Responsible for daily management of the University's compliance efforts in intercollegiate athletics, including the education and enforcement of NCAA and Conference rules and regulations. More details [HERE](#).

**Assistant Commissioner for Compliance and Governance (America East Conference / Boston, MA):** Position is responsible for the conference's compliance program, student-athlete academic programs as well as NCAA legislation and governance strategy. More details [HERE](#).

**Digital Media Coordinator (Campbell University / Buies Creek, NC):** Responsible for assisting in all facets of athletics video, digital and social media. More details [HERE](#).

**Marketing & Events Assistant (Dartmouth College / Hanover, NH):** Successful candidate will assist in the creation and implementation of marketing plans for Dartmouth's ticketed sports. More details [HERE](#).

**Director of Football Gameday Operations (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking applicants for a Director of Football Gameday Operations to direct all aspects of Penn State Football game day. Please apply online: [appwrk.com/1266429](http://appwrk.com/1266429). More details [HERE](#).

**Head Women's Golf Coach (University of Oregon / Eugene, OR):** This position is responsible for the management and administration of all phases of the women's golf program in a manner that upholds the philosophy and objectives of the Oregon Athletic Department. More details [HERE](#).

**Assistant Coach, Women's Soccer (UNC Wilmington / Wilmington, NC):** The Assistant Coach, Women's Soccer, assists the Head Coach in providing leadership for a NCAA Division I soccer program. Assist with all aspects of the women's soccer program. More details [HERE](#).

**Associate Director of Athletics for Business Operations (University of Richmond / Richmond, VA):** The Associate Director of Athletics for Business is responsible for the management of all financial matters within the Department of Athletics and is the department's liaison with other departments. More details [HERE](#).

**Assistant Director, Athletic Communications (University of Oregon / Eugene, OR):** Prepare student-athletes and coaches for interview settings; provide stories, updates, and content related to the program and ensuing competitions to elevate interest in Oregon athletics. More details [HERE](#).

**Assistant Director of Marketing and Communications (Central Michigan University / Mount Pleasant, MI):** The assistant director is responsible for social media strategies and managing content. This position has external communication oversight over multiple sports, including women's basketball. More details [HERE](#).

**Visual Media Specialist (Baylor University / Waco, TX):** The Visual Media Specialist is responsible for producing video content and building graphic animations and still graphics for distribution to external constituents on digital platforms. More details [HERE](#).

**Assistant Women's Golf Coach (San Diego State University / San Diego, CA):** Assist in organizing and administering appropriate pre-season, season, and post-season programs necessary for a quality women's golf program. More details [HERE](#).

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**From:** [REDACTED]  
**Sent:** 8/1/2018 9:37 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 2018 Buckeyes! I Am That Change!

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Dear 2018 The Ohio State University Buckeyes Football Program,

Yes this is an unfortunate and serious situation but nothing changes for us, all we can do is lift Coach Meyer up in prayer and go out and do what we do until he returns! We aren't called THE Ohio State University for nothing, this is just like when we're out on the field and "sudden change" occurs, it's adversity. Back in 2015 I was falsely imprisoned and shipped to a mental health hospital where a Doctor a term I'm using extremely loosely deemed me "incompetent," told me I was "crazy" because I'm black, smart, and I believe in my self. Granted I'm a Buckeye so when one calls me "a nut" I wear the title with pride, O..H!

Now after dealing with that who would blame me for going on a mass killing spree after being targeted/harassed by cops, having to deal with a judge that completely abused his authority, being sent to a mental health hospital where people have real issues then having a white Doctor tell me that because I believe in myself I'm crazy? That alone would destroy the toughest person you know however I didn't allow any of that to break me. It's just heighten my trust and belief in God, my focus and mental fortitude, made me stronger, tougher, wiser, and more confident then ever!

<https://www.instagram.com/p/BlhrlMQHyLJ/>

I said all that to say this focus, Believe in each other, trust the Buckeye next to you to do his/her job and you do yours, hold yourselves accountable protect each other and I promise you we'll be champions on and off the field!  
Who shook, we laugh at jokes!

Repeat after me..

I Am! That Change!

I Am! That Change!

O....H!

Go Bucks!

The Wealth Is Internal You're The Co-\$ign!

**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/1/2018 9:15 PM  
**To:** "nick@collegeathleticsclips.com" <nick@collegeathleticsclips.com>  
**CC:**  
**Subject:** Re: Just cause?

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Thanks Nick, appreciate your reach out., gene

Sent from my iPad

On Aug 1, 2018, at 9:09 PM, "[nick@collegeathleticsclips.com](mailto:nick@collegeathleticsclips.com)" wrote:

<image001.png>

Eugene-

Never a dull moment, huh?

I noticed that you opened the Clips eFlash about Urban Meyer a little while ago. A regrettable situation for everyone.

Good luck with whatever unfolds.

Nick Infante  
Clips Editor  
908.752.0024



**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/1/2018 9:15 PM  
**To:** "Steve Milligan" <[sdwightmill@yahoo.com](mailto:sdwightmill@yahoo.com)>  
**CC:**  
**Subject:** Re: Stay strong my friend

---

Thanks Steve, Gene

Sent from my iPad

On Aug 1, 2018, at 10:13 PM, Steve Milligan <[sdwightmill@yahoo.com](mailto:sdwightmill@yahoo.com)> wrote:

It may be gross overreach on my part, but if you want someone to talk to, I'm here for you. I do run a \$20b company and have a sense for how this stuff works - at least in the corporate world. And, of course, I'm incredibly loyal to the University and what it represents. No need to respond. Just want you to know I'm an asset to be drawn if you feel the urge or need. This is when the job gets very lonely. I feel for you and will pray for you and Michael D. Hang in there.

[Sent from Yahoo Mail for iPhone](#)

On Wednesday, August 1, 2018, 6:57 PM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

Thank you Steve, appreciate you!! Gene

Sent from my iPad

On Aug 1, 2018, at 9:56 PM, Steve Milligan <[sdwightmill@yahoo.com](mailto:sdwightmill@yahoo.com)> wrote:

I trust your leadership.  
Your friend

[Sent from Yahoo Mail for iPhone](#)

**From:** "College Athletics Clips" <nick@collegeathleticsclips.com>  
**Sent:** 8/1/2018 7:43 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Urban Meyer Placed On Administrative Leave

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Dear Eugene,

Greetings from the Clips MotherShip. Hope you are well.

*READER'S PLEASE NOTE: I was about to send out this Clips eFlash as it was written below. However, as I was putting the finishing touches on—at about 8:00pm ET—all news outlets were reporting that Urban Meyer and athletic director Gene Smith agreed "that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter." Wow, things happen quickly at Ohio State.*

On any given day your ClipsEd (me) can pick from a dozen or stories that inform, inspire or inflame. Today, there was no doubt about the hot story of the day.

At issue is what Ohio State Football Coach Urban Meyer knew and when regarding the abuse allegations against assistant coach Zach Smith.

For those who have heard only bits and pieces of this story, here's a recap. . . . Smith, a longtime assistant (15 years) to Meyer, had been accused of spousal abuse at least as far back as 2009, when he was accused—but not convicted—of attacking his wife, Courtney. Since all charges were dropped, Meyer retained Smith on his staff. Fast forward to 2015, when Courtney Smith alleged that she was physically attacked by her then-husband, and a protective order was brought against Zach Smith.

What makes the story very interesting is that Courtney Smith turned to Shelley Meyer (Coach Meyer's wife). There were many text messages between the two. One of the more interesting was a response from Shelley Meyer to Courtney Smith: *I'm with you. A lot of women stay, hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me.*"

Wow.

I selected two stories below from the many that were published today. One is from Dan Wetzel of Yahoo Sports and the other is from Andy Staples of SI.com.

This is not exactly "fun" reading, but it is something that is part of college football. . . . And this story exploded almost out of nowhere.

Sometimes the salacious and the offensive push everything else aside . . .

Have a good evening.

Nick Infante, Clips Editor

## ***If Urban Meyer knew about OSU coach's alleged domestic violence and did nothing, he deserves to be fired***

*By Dan Wetzel, Yahoo Sports\*, 8-1-18*

**Here's the timeline** of the troubling scandal unfolding at Ohio State football and here's why head coach Urban Meyer's tenure with the Buckeyes and coaching career in general are, and should be, in such precarious positions.

In 2015, Courtney Smith, the then-wife of then-Ohio State assistant football coach Zach Smith, alleges she was physically attacked by her then-husband. She has gruesome and heartbreaking photos to back it up, part of a lengthy abusive relationship, which includes a 2009 arrest of Zach Smith for domestic abuse when he worked for Urban Meyer at the University of Florida.

Despite that 2009 arrest, which did not result in a conviction, Meyer again hired Smith when Meyer became the head coach at OSU.

"We found out what happened, coordinated through both parties, met with them," Meyer said of the 2009 incident. "There were no charges, everything was dropped. It was a very young couple, and I saw a very talented coach and we moved forward."

Giving Zach Smith a second (or who knows how high the number) chance was a major personnel risk and, considering the abuse allegedly didn't stop, a terrible call by Meyer.

Last week, Meyer claimed he knew nothing of the 2015 incident, though. Zach Smith remained on the staff until this summer when he was dismissed from the program, in part because Courtney Smith, who is no longer with Zach Smith, issued a protective order against Zach which brought the issue to light, and in part because the story became public via veteran college football reporter Brett McMurphy.

Still, Meyer threw up his hands and said he couldn't be responsible for knowing what he didn't know in 2015.

"I was never told about anything, anything never came to light, never had a conversation about it, so I know nothing about that," Meyer said last week.

He went as far as to cast aspersions on McMurphy's reporting.

Well, on Wednesday, McMurphy was back with text messages between Courtney Smith and Shelley Meyer, Urban's wife and closest confidant.



It is clear that at least Shelley Meyer knew about the 2015 allegation, which included horrific photos of a bloodied and bruised Courtney Smith. It is also clear that Shelley Meyer took the incident serious enough that on at least one occasion she reached out to Courtney Smith to inquire how she was and offer additional support. Shelley Meyer also confirmed she saw the pictures.

"I am with you!" Shelley Meyer texted. "A lot of women stay hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me."

"Restraining orders don't do anything in Ohio," Courtney Smith texted back. "I tried to get protection order which is what started this whole investigation. And that should go through soon finally. It's hard [because] you have to prove immediate danger. Legal system is tough. Basically, you have to prove he will kill u to get protective order."

"Geesh! Even [with] the pics?" Shelley Meyer texted. "Didn't law enforcement come to your place ever??"

It went on from there. Courtney Smith said numerous wives on the Ohio State staff knew of the 2015 incident where Courtney claimed Zach shoved her against a wall and strangled her all while their then 5-year-old son and 3-year-old daughter were in the room. Police were called but the incident did not progress to any arrests.

Courtney Smith, in an interview with Stadium, said she also spoke to Shelley Meyer about it.

"I told Shelley," Courtney said. "I sent her some pictures. I spoke to her on the phone. She said she was going to have to tell Urban. I said, 'That's fine. You should tell Urban. You can't have someone like this coaching young men.'"

At this point, the only way for Urban Meyer to claim he knew "nothing" about that is to believe that Shelley did not inform him of this. The two are remarkably close and Urban Meyer has, for years, publicly stated how Shelley is essentially part of his coaching staff and plays a role in managing people, players and families.

If Shelley Meyer didn't tell Urban though, then the question is why? How could a woman claim Zach Smith "scares her" and offer sympathy for his alleged abuse victim but then not care enough to mention it to Urban Meyer, thus continuing to allow Zach Smith to coach and mentor Buckeyes football players?

It's why the concept of Shelley saying nothing to Urban is, while possible, so improbable. Shelley Meyer is a strong woman. She is also a registered nurse and an instructor at Ohio State's College of Nursing and thus is bound by Title IX statutes to report abuse. Urban Meyer, as a coach, is also mandated to report it.

If Urban Meyer knew anything at all about the 2015 incident, then he wasn't just employing and covering up for an alleged violent abuser. Even last week he was still lying about it.

The first part is enough to question the judgment of the coach, who particularly during his time at Florida recruited and coached numerous troubled players, most notably tight end Aaron Hernandez. That he would still be untruthful and covering up a week ago makes it clear nothing has changed with him.

There would be no way he could remain in his job.

For Urban Meyer, this is bad decisions piled upon bad decisions. Zach Smith was a walk-on

for Meyer at his first head coaching job at Bowling Green. He clearly had a soft spot for him. Why is the question. There are thousands of decent and law-abiding coaches who would love to work at Ohio State. The school and its storied football program deserve far better than this, something Urban Meyer at least pays lip service.

"It's the Ohio State University, it's bigger than all of us," Urban said last week. "So you have to do what's right by them."

Urban Meyer, Shelley Meyer and Ohio State have yet to comment on the new allegations. Urban and athletic director Gene Smith were meeting as of early Wednesday afternoon.

The explanation better be substantial and exceedingly believable. Even then, it might not be enough.

The days of taking Urban Meyer's word for much of anything are long past.

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### ***Ohio State Opens Investigation Into Urban Meyer, Whose Job Hangs in the Balance***

*Ohio State would owe Urban Meyer nothing if he were fired with cause over what he knew about domestic violence allegations against former receivers coach Zach Smith.*

*By Andy Staples, SI.com, 8-1-18*

**Ohio State coach Urban Meyer** will be placed on paid administrative leave while the school investigates what Meyer knew of accusations of domestic abuse against receivers coach Zach Smith between 2015 and earlier this year.

Buckeyes offensive coordinator Ryan Day will serve as the interim coach while Meyer is on leave. Ohio State begins practice Friday and opens the season Sept. 1 against Oregon State. There is no timetable for the investigation's conclusion. "I eagerly look forward to a resolution in this matter," Meyer said in a statement.

Meyer is 73-8 in six seasons at Ohio State with Big Ten titles in 2014 and '17 and a national title in '14. He also won national titles at Florida in 2006 and '08. Earlier this year, Meyer agreed to a contract extension that would require Ohio State to pay him \$38.1 million if he is fired without cause. The university would owe nothing if Meyer were fired with cause. Whether Meyer keeps his job will hinge on the results of investigation.

Reporter Brett McMurphy posted a story Wednesday that heavily quoted Smith's ex-wife Courtney and showed text messages between Courtney Smith and Meyer's wife Shelley as well as a text exchange between Courtney Smith and Lindsey Voltolini, the wife of Ohio State football operations director Brian Voltolini. In McMurphy's story and in an interview



with Stadium, Courtney Smith said she believed Urban Meyer knew of her accusations against her ex-husband, whom she divorced in 2016.

Zach Smith was arrested in Gainesville, Fla., in 2009 on an aggravated battery charge stemming from a domestic incident when Smith—the grandson of former Buckeyes coach Earle Bruce—worked for Meyer at Florida. Those charges were dropped, and Courtney told McMurphy she was pressured to drop them by longtime Meyer consigliere Hiram de Fries and by her husband's parents. On Wednesday, the Cleveland Plain-Dealer obtained nine reports from the police department in the Columbus suburb of Powell, Ohio, that detailed more issues between the Smiths. This includes an accusation of domestic abuse from Oct. 25, 2015 that McMurphy reported on last week shortly before Zach Smith's abrupt termination. That incident also prompted a text message exchange between Courtney Smith and Shelley Meyer in which Shelley Meyer writes that she'll need to inform her husband of the accusations. That incident also prompted the text exchange with Voltolini, which suggests Urban Meyer knew of the accusations and had discussed them with Zach Smith. Zach Smith was never arrested or charged in any of the Powell incidents, and his attorney Brad Koffel released a statement to ESPN saying Zach Smith would respond to his ex-wife's allegations in court.

Last week at Big Ten media days in Chicago, Urban Meyer said he had received a text about the 2015 incident the previous night and that "there was nothing." Minutes after Meyer made that statement, Powell police confirmed the existence of the police report in question. At issue is whether Urban Meyer knew of the incident before last week—and the extent of what he knew, if he did—and whether he failed to report an allegation that he would be required by Ohio State to report.

According to Ohio State's sexual misconduct policy, employees who supervise faculty, staff or students are required to report accusations of domestic violence. The university's policy defines domestic violence this way:

"Conduct that would meet the definition of a felony or misdemeanor crime of violence committed by the complainant's current or former spouse or intimate partner, a person with whom the complainant shares a child in common, a person who is or has cohabitated with the complainant as a spouse or intimate partner, or individual similarly situated to a spouse under domestic or family violence law, or anyone else protected under the domestic or family violence law of the jurisdiction in which the offense occurred. An individual need not be charged with or convicted of a criminal offense to be found responsible for domestic violence pursuant to this policy."

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**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/1/2018 7:22 PM  
**To:** "Oman, Janine" <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**CC:** "Heaton, Kim" <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>, "Mullins, Krissy" <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>, "Sabau, Diana" <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>  
**Subject:** Re: Statements

---

Exactly

Sent from my iPad

On Aug 1, 2018, at 8:22 PM, Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)> wrote:

Not having access to social media probably not a bad thing!

**From:** Smith, Eugene  
**Sent:** Wednesday, August 1, 2018 8:19 PM  
**To:** Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Cc:** Heaton, Kim <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>; Sabau, Diana <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>  
**Subject:** Re: Statements

All good, just continue to relax..

Sent from my iPad

On Aug 1, 2018, at 8:18 PM, Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)> wrote:

Sorry for the storm you guys are weathering in Columbus. I have a phone issue, and it isn't working. Cell phones and water not a good mix as you know☹. If you need something, my husband's cell is [REDACTED] I will keep that one close by if you need something.

I will be back in the office on Friday morning.

Thanks!

Janine

**From:** Heaton, Kim  
**Sent:** Wednesday, August 1, 2018 6:06 PM  
**To:** \_ATH Athletic Department <[ATH-SASSOstaff@osu.edu](mailto:ATH-SASSOstaff@osu.edu)>; \_ATH Business Advancement <[ATH-BusinessAdvDistgrp@osu.edu](mailto:ATH-BusinessAdvDistgrp@osu.edu)>; Adams-Gaston, Javaune <[adams-gaston.1@osu.edu](mailto:adams-gaston.1@osu.edu)>; Ball, Roger <[schappelear@fbtlaw.com](mailto:schappelear@fbtlaw.com)>; Croxton, Keely <[croxton.4@osu.edu](mailto:croxton.4@osu.edu)>; Davidson, John <[Philip.diaz@osumc.edu](mailto:Philip.diaz@osumc.edu)>; Graham, David <[hogan.1@osu.edu](mailto:hogan.1@osu.edu)>; [REDACTED]; [REDACTED]; Lee, Ken <[lee.133@osu.edu](mailto:lee.133@osu.edu)>; Lynch, Courtney <[mitchell.717@osu.edu](mailto:mitchell.717@osu.edu)>; Petrilla, Kevin <[Kevin.Petrilla@wosu.org](mailto:Kevin.Petrilla@wosu.org)>; [REDACTED]; Smith, Stacy <[smith.4576@osu.edu](mailto:smith.4576@osu.edu)>; [REDACTED]; [REDACTED]

**Subject:** Statements

### **Aug. 1 Statement from Urban Meyer**

Gene and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter.

### **Aug. 1 University Statement re Urban Meyer**

The university is conducting an investigation into these allegations. During the inquiry, Urban Meyer will be on paid administrative leave. Ryan Day will serve as acting head football coach during the investigation. We are focused on supporting our players and on getting to the truth as expeditiously as possible.



**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/1/2018 6:43 PM  
**To:** "Scott Boyd" <[sboyd@atlasfasteners.com](mailto:sboyd@atlasfasteners.com)>  
**CC:**  
**Subject:** Re: URBAN - PLEASE HEAR ME OUT

---

Thank you Scott for your input. Very appreciated Gene

Sent from my iPad

On Aug 1, 2018, at 7:23 PM, Scott Boyd <[sboyd@atlasfasteners.com](mailto:sboyd@atlasfasteners.com)> wrote:

Mr Smith -

Don't let the media or the rival haters push you guys into a political situation that in my opinion would be a huge mistake Sir. (By the way, I frickin can't STAND Twitter!)

I am fully aware that I don't know all the facts but Urban Meyer has been the best example for a head football coach that we've had since I've been watching and that includes Jim Tressel. He is a family man and is obviously loyal and has performed at an exemplary level ON and OFF the field since being in Columbus. You know this and anybody who pays any attention at all does as well!

Please have his back and get him back on the sidelines. The haters will always hate. Piss on them. (Pardon my French) Buckeye nation will take care of the rest!

I don't know Urban personally, but I sure as heck feel as if I do. Him and his wife and kids have always been accepting of the fans on a level I've never seen and they are exactly what Buckeye Nation expects from their first family of Ohio State football!

I know it's silly for me to be giving you advice on all of this and I readily admit it, yet for some reason, I felt compelled to write. Please consider my thoughts in all of this, ridiculous as it may seem. I sincerely appreciate it.

Take care Sir and good night!

Go Bucks!

**Scott L. Boyd | Field Sales Executive | Atlas Bolt & Screw Co.**

[1628 Troy Rd | Ashland, OH 44805](#) | Cell # [740-504-8550](tel:740-504-8550)

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**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 8/1/2018 6:43 PM  
**To:** "Pappas, Michael" <pappas.166@buckeyemail.osu.edu>  
**CC:** "President Michael V. Drake" <drake.379@osu.edu>  
**Subject:** Re: Urban Meyer reinstatement immediately

---

Thanks for your comments,,, Gene

Sent from my iPad

> On Aug 1, 2018, at 7:33 PM, Pappas, Michael C. <pappas.166@buckeyemail.osu.edu> wrote:

>

> Dear Mr. Smith and Dr. Drake,

>

> I hope this message finds you both well. I am writing you today in support of head football coach Urban Meyer being reinstated.

>

> As an alumnus of The Ohio State University holding an undergraduate degree and two professional degrees including a doctorate and MBA, I feel compelled to share my beliefs with you. Moreover, if the university chooses to remove Coach Meyer from his position as head football coach, I regret to inform you it will indefinitely result in the suspension of any future donations from the businesses I am associated with, my extended family's group donations and my own personal contributions through entities established. Below are the reasons why:

>

> The concept of a university is based on the idea of a shared community, one in which the collective principles of its individuals form the rules it adheres to. These principles are fundamental to the way acts or behave, or in this case treats other members of that university community. Based on the current media coverage, it is apparent the media's principles are clear - individuals are presumed guilty until proven innocent. However, as member of The Ohio State University community I urge you to recognize that is not our way of behaving. Those are not our principles as is evident by the numerous interactions I have had today with other like-minded alumni.

>

> The current media environment has clearly portrayed a situation in which Coach Meyer's role as football coach also extends into marriage counselor, community police officer, county judge and grand jury. While the alleged acts are undeniably horrific, I do not believe Coach Meyer did anything wrong. Many stories changed, lies were told and documents altered that skewed his perception of the situation. He possessed no legal authority to fire Coach Smith based on an unsubstantiated allegation and would have made the university susceptible to a wrongful termination lawsuit had he done so. Additionally, numerous critical facts are unknown and will likely remain so without credible substantiation by any of the parties involved. As such, it remains disappointing that the athletic department's leadership would so quickly throw away a talented leader, influencer of young minds and man of great character over a mandate in his job description that did not exist.

>

> On a more personal level, this may be one of the most saddening days I have had as a member of Buckeye Nation over the past 13 years. We have allowed a very sick and unstable couple's relationship to negatively impact the lives of thousands. And why? Because Coach Meyer and his wife tried to guide them through their issues when the court system wouldn't intervene? Their sincerity, authenticity and overall compassion for others was taken advantage of. For this, Coach Meyer and the greater Buckeye Nation should not be punished.

>

> Sincerely one of many Buckeye Nation fans,

>

> Michael Pappas

[REDACTED]

**From:** "Sandy Montag" <Sandy@themontaggroup.com>  
**Sent:** 8/1/2018 4:29 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** <no subject>

---

Hey Gene. Hope you've had a good summer. As you may know, we have a crisis management and strategic communications business with Ari Fleischer. Wanted to reach out as I think we could be helpful in navigating your current situation. Let me know if you want to discuss. Regards. Sandy

**Sandy Montag • The Montag Group**

President and CEO

7 Renaissance Square, 2<sup>nd</sup> Floor

White Plains, NY 10601

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**Jim Delany** // Commissioner Big 10

## MESSAGING

Crisis management and reputation control

**From:** "random" <dmf2990@gmail.com>

**Sent:** 8/1/2018 12:20 PM

**To:** "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** Zero police reports - how could Urban be responsible?

---

It's not Urban's job to investigate crimes, he is a football coach. The second there were any charges, then he can fire the guy. Allegedly saying something isn't the same as having evidence. You can't react at that level without statements or evidence.

Better question is why she never called the law?.....

**From:** "random" <dmf2990@gmail.com>  
**Sent:** 8/1/2018 12:05 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** You cant fire Urban

---

Gene,

The world is trying to tear down what you've built... dont let them...

Best,  
OSU Fan

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Sent:** 8/1/2018 9:37 AM  
**To:** "Kyle Rowland" <[krowland@theblade.com](mailto:krowland@theblade.com)>  
**CC:**  
**Subject:** Re: Zach Smith

---

Thanks Zach, I am not commenting on this personnel issue. The employee has been terminated.  
Thanks gene

Sent from my iPhone

On Aug 1, 2018, at 10:34 AM, Kyle Rowland <[krowland@theblade.com](mailto:krowland@theblade.com)> wrote:

Hi Gene,

I have a question in light of the new Brett McMurphy report. When Kevin Wilson was hired, Urban and yourself did a thorough vetting process and decided that there were no serious risks in hiring him.

Were you made aware of Zach Smith's 2009 arrest during his time at Florida when he was hired in 2012? If so, what was the decision-making process in hiring him? And did Urban ever discuss the 2015 incident with you?

Thanks.

-Kyle

On Mon, Jul 23, 2018 at 10:07 AM Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

Jerry will connect with you

Sent from my iPad

> On Jul 23, 2018, at 9:53 AM, Kyle Rowland <[krowland@theblade.com](mailto:krowland@theblade.com)> wrote:

>

> Hi Gene -- Kyle Rowland from The Blade. Hope all is well.

>

> Is it possible to ask you a few questions regarding the Zach Smith case? You can reach me at 419-343-3299.

>

> Thanks.

>

> -Kyle

>



**From:** "College Football Today" <dm-noreply@promote.weebly.com>

**Sent:** 8/5/2018 2:11 AM

**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>

**CC:**

**Subject:** Coach Bohl Brings "Cowboy Tough" Back to the Wyoming Cowboys Football Program

---

Sender: dm-noreply@promote.weebly.com

Subject: Coach Bohl Brings "Cowboy Tough" Back to the Wyoming Cowboys Football Program

Message-Id: <HRKMfxz6SbuFDuiMYGzQEg@ismtpd0005p1sjc2.sendgrid.net>

Recipient: smith.8398@osu.edu

**From:** "College Football Today" <dm-noreply@promote.weebly.com>  
**Sent:** 8/5/2018 1:11 AM  
**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>  
**CC:**  
**Subject:** Coach Bohl Brings "Cowboy Tough" Back to the Wyoming Cowboys Football Program

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**Sent:** 8/4/2018 6:39 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Pro Football Hall of Fame candidates, present and future

---

Sender: help@sportsxchange.com  
Subject: Pro Football Hall of Fame candidates, present and future  
Message-Id: <1131045800382.1103640740474.2000659615.0.611838JL.2002@scheduler.constantcontact.com>  
Recipient: smith.8398@osu.edu

**From:** "The Sports Xchange" <help@sportsxchange.com>  
**Sent:** 8/4/2018 6:39 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Pro Football Hall of Fame candidates, present and future

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<a href="#">Washington Redskins</a>	<a href="#">New York Jets</a>
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<a href="#">Chicago Bears</a>	<a href="#">Baltimore Ravens</a>
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<a href="#">New Orleans Saints</a>	<a href="#">Jacksonville Jaguars</a>
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**CC:**  
**Subject:** Your Request For E-mail De-activation

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Sender: yourname@yourname.com  
Subject: Your Request For E-mail De-activation  
Message-Id: <20180803141905.96BD79DBABBB2CA6@yourname.com>  
Recipient: smith.8398@osu.edu

**From:** "Mail Administrator" <yourname@yourname.com>  
**Sent:** 8/3/2018 2:19 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
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**From:** "Lil Mike" <thereallilmike@gmail.com>

**Sent:** 8/4/2018 10:26 AM

**To:** "247Sports Support" <support@247sports.com>, "Barnett, Jeffrey Sheal" <jeffrey.s.barnett@rice.edu>, "David Stewart" <dstewart16@murraystate.edu>, "Jeff M Schmidt" <jmschmidt@pugetsound.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "Roger Soenksen" <soenksra@jmu.edu>, "Samantha\_Diamond@baylor.edu" <Samantha\_Diamond@baylor.edu>, "Sean Murphy" <sean.murphy@nicholls.edu>, "Shane Fogarty" <sfogarty1@fordham.edu>, "Simmons, Susan" <susans@athletics.msstate.edu>, "Smith, Scott-Tyler Lee - smit28sl" <smit28sl@jmu.edu>, "Steve Flaherty" <sflaherty@intersportnet.com>, "Steve Schwartz" <slschwrt@memphis.edu>, "Steven Campbell" <stevencampbell@southalabama.edu>, "Susan Hardcastle" <athleticdirector@acu.edu>, "Wachenheim, Scott A" <wachenheimsa@vmi.edu>, "aaron.l.smith@uconn.edu" <aaron.l.smith@uconn.edu>, "jody.sears@csus.edu" <jody.sears@csus.edu>, "john.simmons@rice.edu" <john.simmons@rice.edu>, "lionel.j.stokes@jsums.edu" <lionel.j.stokes@jsums.edu>, "ryan.smaha@csus.edu" <ryan.smaha@csus.edu>, "sjmrris1@memphis.edu" <sjmrris1@memphis.edu>, "spharris@csufresno.edu" <spharris@csufresno.edu>, "sthompson@csufresno.edu" <sthompson@csufresno.edu>

**CC:**

**Subject:** Michael Armstrong

---

Sender: thereallilmike@gmail.com

Subject: Michael Armstrong

Message-Id: <CA+2=hCtYN78t\_2YJY6vNjfQxxkSJx4hHt8=ECnc0ve7W5xzhLg@mail.gmail.com>

Recipient: smith.8398@osu.edu



**From:** "Lil Mike" <thereallilmike@gmail.com>

**Sent:** 8/4/2018 9:26 AM

**To:** "247Sports Support" <support@247sports.com>, "Barnett, Jeffrey Sheal" <jeffrey.s.barnett@rice.edu>, "David Stewart" <dstewart16@murraystate.edu>, "Jeff M Schmidt" <jmschmidt@pugetsound.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "Roger Soenksen" <soenksra@jmu.edu>, "Samantha\_Diamond@baylor.edu" <Samantha\_Diamond@baylor.edu>, "Sean Murphy" <sean.murphy@nicholls.edu>, "Shane Fogarty" <sfogarty1@fordham.edu>, "Simmons, Susan" <susans@athletics.msstate.edu>, "Smith, Scott-Tyler Lee - smit28sl" <smit28sl@jmu.edu>, "Steve Flaherty" <sflaherty@intersportnet.com>, "Steve Schwartz" <slschwrt@memphis.edu>, "Steven Campbell" <stevencampbell@southalabama.edu>, "Susan Hardcastle" <athleticdirector@acu.edu>, "Wachenheim, Scott A" <wachenheimsa@vmi.edu>, "aaron.l.smith@uconn.edu" <aaron.l.smith@uconn.edu>, "jody.sears@csus.edu" <jody.sears@csus.edu>, "john.simmons@rice.edu" <john.simmons@rice.edu>, "lionel.j.stokes@jsums.edu" <lionel.j.stokes@jsums.edu>, "ryan.smaha@csus.edu" <ryan.smaha@csus.edu>, "sjmrris1@memphis.edu" <sjmrris1@memphis.edu>, "spharris@csufresno.edu" <spharris@csufresno.edu>, "sthompson@csufresno.edu" <sthompson@csufresno.edu>

**CC:**

**Subject:** Michael Armstrong

---



**JAGUARS**  
JEFFERSON DAVIS COUNTY HIGH SCHOOL

AUG  
10

JDCHS Jaguars at  
Poplarville Hornets  
"Jamboree"

Public · JDCHS Jaguar Athletics

JAGUARS

JEFFERSON DAVIS COUNTY HIGH SCHOOL

AUGUST 17TH

HARRISON CENTRAL HIGH SCHOOL

AUGUST 24TH

COLLINS HIGH SCHOOL

AUGUST 31ST

WAYNE COUNTY HIGH SCHOOL

SEPTEMBER 7TH

EAST CENTRAL HIGH SCHOOL

SEPTEMBER 14TH

NATCHEZ HIGH SCHOOL

SEPTEMBER 21ST

FRANKLIN COUNTY HIGH SCHOOL

SEPTEMBER 28TH

TYLERTOWN HIGH SCHOOL

OCTOBER 5TH

WEST MARION HIGH SCHOOL

OCTOBER 12TH

COLUMBIA HIGH SCHOOL

OCTOBER 19TH

SEMINARY HIGH SCHOOL

OCTOBER 26TH

WESSON HIGH SCHOOL

SEPTEMBER 21ST

THE JUNGLE (HOME)

SEPTEMBER 21ST

HOME COMING

#JAGSTRONG

AWAY

DISTRICT GAMES





JACKS\_JHS



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JEFFERSON DAVIS COUNTY HIGH SCHOOL

AUG  
10

JDCHS Jaguars at  
Poplarville Hornets  
"Jamboree"

Public • JDCHS Jaguar Athletics

**From:** "Tom Munro" <ai-nana-kana@aurora.ocn.ne.jp>

**Sent:** 8/4/2018 10:14 AM

**To:** "smburelli" <smburelli@comcast.net>, "Smith, Zachary" <smith.8398@osu.edu>, "staceyfotias" <staceyfotias@sprint.blackberry.net>, "tfurr" <tfurr@pplstaffing.com>, "tj woods" <tj.woods@athletics.wisc.edu>

**CC:**

**Subject:** Re:

---

Sender: ai-nana-kana@aurora.ocn.ne.jp

Subject: Re:

Message-Id: <1533392053.1xJqfNlgqwap1xJtfq6JA@mf-smf-ucb030c3>

Recipient: smith.8398@osu.edu

**From:** "Tom Munro" <ai-nana-kana@aurora.ocn.ne.jp>

**Sent:** 8/4/2018 9:14 AM

**To:** "smburelli" <smburelli@comcast.net>, "Smith, Zachary" <smith.8398@osu.edu>, "staceyfotias" <staceyfotias@sprint.blackberry.net>, "tfurr" <tfurr@pplstaffing.com>, "tj woods" <tj.woods@athletics.wisc.edu>

**CC:**

**Subject:** Re:

---

<http://period.brosdough.ca>

Tom Munro

**From:** "Jashawn Banks" <takahito@herb.ocn.ne.jp>

**Sent:** 8/4/2018 6:28 AM

**To:** "smangum" <smangum@lsu.edu>, "smbrooks" <smbrooks@nsu.edu>, "Smith, Shannon" <smith.5306@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "solich" <solich@ohio.edu>

**CC:**

**Subject:** Re:

---

Sender: takahito@herb.ocn.ne.jp

Subject: Re:

Message-Id: <1533378508.ltnQfOXzadg5pltnQfmxzN@mf-smf-ucb030c2>

Recipient: smith.5306@osu.edu

Recipient: smith.8398@osu.edu



**From:** "Jashawn Banks" <takahito@herb.ocn.ne.jp>

**Sent:** 8/4/2018 4:28 AM

**To:** "smangum" <smangum@lsu.edu>, "smbrooks" <smbrooks@nsu.edu>, "Smith, Shannon" <smith.5306@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "solich" <solich@ohio.edu>

**CC:**

**Subject:** Re:

---

<http://copy.liveyourhustle.com>

Jashawn Banks

**From:** "Alex Barbir" <lapislazuli@beetle.ocn.ne.jp>

**Sent:** 8/4/2018 6:55 AM

**To:** "Smith, Zachary" <smith.8398@osu.edu>, "speakmansk" <speakmansk@webber.edu>, "ssallach" <ssallach@athletics.msstate.edu>, "ssaturino" <ssaturino@georgiasouthern.edu>, "ssaturnio" <ssaturnio@georgiasouthern.edu>

**CC:**

**Subject:** Re:

---

Sender: lapislazuli@beetle.ocn.ne.jp

Subject: Re:

Message-Id: <1533380138.luDifRyXNw9HluDifPspI@mf-smf-ucb029c2>

Recipient: smith.8398@osu.edu

**From:** "Alex Barbir" <lapislazuli@beetle.ocn.ne.jp>

**Sent:** 8/4/2018 12:55 AM

**To:** "Smith, Zachary" <smith.8398@osu.edu>, "speakmansk" <speakmansk@webber.edu>, "ssallach" <ssallach@athletics.msstate.edu>, "ssaturino" <ssaturino@georgiasouthern.edu>, "ssaturnio" <ssaturnio@georgiasouthern.edu>

**CC:**

**Subject:** Re:

---

<http://invitation.solaraybeam.com>

Alex Barbir

**From:** "Cody Thompson" <mm-ishii@air.ocn.ne.jp>

**Sent:** 8/4/2018 4:54 AM

**To:** "schaarb" <schaarb@Michigan.org>, "scott isphording" <scott.isphording@utoledo.edu>, "smauelt" <smauelt@ath.msu.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "sthom1027" <sthom1027@bex.net>

**CC:**

**Subject:** Re:

---

Sender: mm-ishii@air.ocn.ne.jp

Subject: Re:

Message-Id: <1533372884.1sKgfkQ3OQSeElsKifTre9@mf-smf-ucb032c3>

Recipient: smith.8398@osu.edu

**From:** "Cody Thompson" <mm-ishii@air.ocn.ne.jp>

**Sent:** 8/4/2018 12:54 AM

**To:** "schaarb" <schaarb@Michigan.org>, "scott isphording" <scott.isphording@utoledo.edu>, "smauel" <smauel@ath.msu.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "sthom1027" <sthom1027@bex.net>

**CC:**

**Subject:** Re:

---

<http://daily.annexpartyrental.com>

Cody Thompson

**From:** "Lil Mike" <thereallilmike@gmail.com>

**Sent:** 8/4/2018 2:47 AM

**To:** "Christopher Wilkerson" <ccw@uchicago.edu>, "Edwin Weathersby" <eweathersby@ucdavis.edu>, "James Whitener III" <whitenerj@cookman.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "Travis William Baker" <Travis.Baker@nau.edu>, "Wachenheim, Scott A" <wachenheimsa@vmi.edu>, "Ward Swift" <wardswift@auburn.edu>, "White, Kevin Jerome - whitekj" <whitekj@jmu.edu>, "William Mincer" <whm12@psu.edu>, "William A. Tucker.-ND@espn.com" <William.A.Tucker.-ND@espn.com>, "alvis.whitted@colostate.edu" <alvis.whitted@colostate.edu>, "wattsjm@appstate.edu" <wattsjm@appstate.edu>, "whitetb@auburn.edu" <whitetb@auburn.edu>, "wpolin@udel.edu" <wpolin@udel.edu>

**CC:**

**Subject:** Michael Armstrong

---

Sender: thereallilmike@gmail.com

Subject: Michael Armstrong

Message-Id: <CA+2=hCu8XYuobjBO63rx9Z9VxjGsFf=D4TiPjMHO-x42cMZDOA@mail.gmail.com>

Recipient: smith.8398@osu.edu

From: "Lil Mike" <thereallilike@gmail.com>

Sent: 8/4/2018 1:47 AM

To: "Christopher Wilkerson" <ccw@uchicago.edu>, "Edwin Weathersby" <eweathersby@ucdavis.edu>, "James Whitener III" <whitenerj@cookman.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "Travis William Baker" <Travis.Baker@nau.edu>, "Wachenheim, Scott A" <wachenheimsa@vmi.edu>, "Ward Swift" <wardswift@auburn.edu>, "White, Kevin Jerome - whitekj" <whitekj@jmu.edu>, "William Mincer" <whm12@psu.edu>, "William A. Tucker.-ND@espn.com" <William.A.Tucker.-ND@espn.com>, "alvis.whitted@colostate.edu" <alvis.whitted@colostate.edu>, "wattsjm@appstate.edu" <wattsjm@appstate.edu>, "whitetb@auburn.edu" <whitetb@auburn.edu>, "wpolin@udel.edu" <wpolin@udel.edu>

CC:

Subject: Michael Armstrong



**JEFFERSON DAVIS COUNTY HIGH SCHOOL**

**JAGUARS**

AUGUST 17TH	HARRISON CENTER HIGH SCHOOL
AUGUST 24TH	COLLINS HIGH SCHOOL
AUGUST 31ST	WAYNE COUNTY HIGH SCHOOL
SEPTEMBER 7TH	EAST CENTRAL HIGH SCHOOL
SEPTEMBER 14TH	NATCHEZ HIGH SCHOOL
SEPTEMBER 21ST	FRANKLIN COUNTY HIGH SCHOOL
SEPTEMBER 28TH	TYLERTOWN HIGH SCHOOL 🐾
OCTOBER 5TH	WEST MARION HIGH SCHOOL 🐾
OCTOBER 12TH	COLUMBIA HIGH SCHOOL 🐾
OCTOBER 19TH	SEMINARY HIGH SCHOOL 🐾
OCTOBER 26TH	WESSON HIGH SCHOOL 🐾

**THE JUNGLE (HOME)**

**#JAGSTRONG** — **AWAY** —

SEPTEMBER 21ST  
👑 HOMECOMING 👑

🐾 DISTRICT GAMES 🐾

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Poplarville Hornets  
"Jamboree"

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**From:** "St Louis Sports Collectors, Inc" <info@stlsportscollectors.com>  
**Sent:** 8/3/2018 10:07 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Another new announcement

---

Sender: info@stlsportscollectors.ccsend.com  
On-Behalf-Of: info@stlsportscollectors.com  
Subject: Another new announcement  
Message-Id: <1131043046472.1105271777192.1926028626.0.202207JL.1002@scheduler.constantcontact.com>  
Recipient: smith.8398@osu.edu

**From:** "St Louis Sports Collectors, Inc" <[info@stlsportscollectors.com](mailto:info@stlsportscollectors.com)>  
**Sent:** 8/3/2018 10:07 PM  
**To:** "Smith, Zachary" <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**CC:**  
**Subject:** Another new announcement

---

When we were mentioning the signing changes for Sunday we made one omission: Julian Javier is also unable to attend. Back in June we received word that a health concern required a postponement of his signing. We are waiting for him to feel better in order to reschedule his signing. This is in addition to Bob Goalby that is now a private and Jeff Brown changing to our December show.

Even with the changes above we still have two guests that have never signed for us: Ted Sizemore and Jamal Mayers!!

For Sunday's show we have a couple drop off opportunities. We have a private signing with former Blues Star, Coach and successful collegiate coach Red Berenson. While his signing is not until September 8th, August 5th is the only show to drop off an item for that show. All other items will need to be mail order or internet.

We are also participating in a signing with Mike Shannon that will occur this Thursday, August 9th. Due to the quick turnaround time, we can accept drop-offs on Sunday and phone orders. Pricing details for this signing are on the homepage at [www.stlsportscollectors.com](http://www.stlsportscollectors.com) . Questions can be answered by phoning us at, 636-678-7576 or by emailing us at [info@stlsportscollectors.com](mailto:info@stlsportscollectors.com)

[REDACTED]

[REDACTED]

St Louis Sports Collectors, Inc | PO Box 945, Arnold, MO 63010  
[Unsubscribe \[smith.8398@osu.edu\]\(mailto:smith.8398@osu.edu\)](mailto:Unsubscribe.smith.8398@osu.edu)  
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Sent by [info@stlsportscollectors.com](mailto:info@stlsportscollectors.com) in collaboration with

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**From:** "President Madeline Sperling - Scout Trout Elite LLC" <dm-noreply@promote.weebly.com>

**Sent:** 8/3/2018 8:25 PM

**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>

**CC:**

**Subject:** Comparing #1 Class of 2020 Recruit Anthony Zimmerman to The #1 Class of 2019 OLB In the Nation  
Owen Pappoe

---

\*\*\*\*\*

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# 2020 Zimmerman and 2019 Pappoe Are Very Similar

[Comparing #1 Class of 2020 Recruit Anthony  
Zimmerman to The #1 Class of 2019 OLB In the  
Nation Owen Pappoe](#)

ToP Class of 2020 College Recruit Anthony  
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United States  
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**From:** "Pro Football Focus" <contact@profootballfocus.com>  
**Sent:** 8/3/2018 2:16 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Preseason Grades are now live in Premium Stats!

---

Sender: contact=profootballfocus.com@mail96.atl71.mcdlv.net  
On-Behalf-Of: contact@profootballfocus.com  
Subject: Preseason Grades are now live in Premium Stats!  
Message-Id: <bf7aa89e3be86292c0634bc60.125c5520b6.20180803181530.d9fb5b355e.26ed0301@mail96.atl71.mcdlv.net>  
Recipient: smith.8398@osu.edu



**From:** "Pro Football Focus" <contact@profootballfocus.com>  
**Sent:** 8/3/2018 1:16 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Preseason Grades are now live in Premium Stats!

---

With the Hall of Fame game in the books, Premium Stats 2.0 has officially launched for the 2018 (pre)season!



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Football is **finally** back! Get back into the swing of things with the brand new Premium Stats 2.0 grades and analysis of the Hall of Fame Game!

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**From:** "CanadaFootballChat.com" <info@canadafootballchat.com>

**Sent:** 8/3/2018 12:04 PM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** CFC100 Jared Wayne commits early down south, StFX rocks AUS with major CFC100 transfer

---

Sender: info=canadafootballchat.com@mail89.sea31.mcsv.net

On-Behalf-Of: info@canadafootballchat.com

Subject: CFC100 Jared Wayne commits early down south, StFX rocks AUS with major CFC100 transfer

Message-Id: <5314aad3018dc4b169adab4fb.7d95a20580.20180803160323.c5ada1d9d9.93d01348@mail89.sea31.mcsv.net>

Recipient: smith.8398@osu.edu

**From:** "CanadaFootballChat.com" <info@canadafootballchat.com>

**Sent:** 8/3/2018 11:03 AM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** CFC100 Jared Wayne commits early down south, StFX rocks AUS with major CFC100 transfer

---

Sometimes they disappear for a little while, but never doubt the desire of a [CFC100](#). After taking a mini-hiatus from the news cycle, CFC100 [Terrence Ganyj](#) returned in style with a big-time DI offer from the American Conference...[read more](#)

[CFC100 Matthew Hewa Baddege](#) out of [CFC50](#) Terry Fox found himself a Canadian connection in the heart of Southern America. He's now got two DI offers on the board, and should see more attention as scouts unearth his true potential...[read more](#)

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**From:** tnorling@jucofootballsouting.com

**Sent:** 8/3/2018 11:11 AM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 JuCo Prospect: Dreshun Miller, Cornerback, Eastern Arizona JuCo (Mid-Year Grad) Three-for-Two (2017 Video)

---

Sender: tnorling@jucofootballsouting.com

Subject: 2019 JuCo Prospect: Dreshun Miller, Cornerback, Eastern Arizona JuCo (Mid-Year Grad) Three-for-Two (2017 Video)

Message-Id: <20180803081027.caea30d41943497cd32c310bab4ba05b.2fca801590.wbe@email16.godaddy.com>

Recipient: pantoni.1@osu.edu

**From:** tnorling@jucofootballscouting.com

**Sent:** 8/3/2018 11:11 AM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 JuCo Prospect: Jaylen Erwin, Wide Receiver, Hutchinson JuCo (Mid-Year Grad) Three-for-Two (New Offer: Troy) 2018 Video

---

**Sender:** tnorling@jucofootballscouting.com

**Subject:** 2019 JuCo Prospect: Jaylen Erwin, Wide Receiver, Hutchinson JuCo (Mid-Year Grad) Three-for-Two (New Offer: Troy) 2018 Video

**Message-Id:** <20180803081021.caea30d41943497cd32c310bab4ba05b.d0ee03ddde.wbe@email16.godaddy.com>

**Recipient:** schiano.4@osu.edu



**From:** tnorling@jucofootballsouting.com

**Sent:** 8/3/2018 11:10 AM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 JuCo Prospect: Jaylen Erwin, Wide Receiver, Hutchinson JuCo (Mid-Year Grad) Three-for-Two (New Offer: Troy) 2018 Video

---

Sender: tnorling@jucofootballsouting.com

Subject: 2019 JuCo Prospect: Jaylen Erwin, Wide Receiver, Hutchinson JuCo (Mid-Year Grad) Three-for-Two (New Offer: Troy) 2018 Video

Message-Id: <20180803081021.caea30d41943497cd32c310bab4ba05b.d0ee03ddde.wbe@email16.godaddy.com>

Recipient: johnson.6432@osu.edu

**From:** tnorling@jucofootballscouting.com

**Sent:** 8/3/2018 11:10 AM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 JuCo Prospect: Jaylen Erwin, Wide Receiver, Hutchinson JuCo (Mid-Year Grad) Three-for-Two (New Offer: Troy) 2018 Video

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Sender: tnorling@jucofootballscouting.com

Subject: 2019 JuCo Prospect: Jaylen Erwin, Wide Receiver, Hutchinson JuCo (Mid-Year Grad) Three-for-Two (New Offer: Troy) 2018 Video

Message-Id: <20180803081021.caea30d41943497cd32c310bab4ba05b.d0ee03ddde.wbe@email16.godaddy.com>

Recipient: pantoni.1@osu.edu

**From:** "Jack Gammon" <sshibata@poplar.ocn.ne.jp>

**Sent:** 8/3/2018 10:38 AM

**To:** "sah45" <sah45@psu.edu>, "salloway" <salloway@cdeducation.org>, "sbutler" <sbutler@uakron.edu>, "shank" <shank@marshall.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** Re:

---

Sender: sshibata@poplar.ocn.ne.jp

Subject: Re:

Message-Id: <1533307106.1bDhf2hGKSNiF1bDmfFwV5@mf-smf-ucb033c2>

Recipient: smith.8398@osu.edu

**From:** "Jack Gammon" <sshibata@poplar.ocn.ne.jp>

**Sent:** 8/3/2018 6:38 AM

**To:** "sah45" <sah45@psu.edu>, "salloway" <salloway@cdeducation.org>, "sbutler" <sbutler@uakron.edu>, "shank" <shank@marshall.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** Re:

---

<http://monitor.expectationacademy.com>

Jack Gammon

**From:** "WHOOOP" <reply@email.whoop.com>  
**Sent:** 8/3/2018 10:29 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Live data from the world's greatest fitness competition

---

**Sender:** reply@email.whoop.com  
**Subject:** Live data from the world's greatest fitness competition  
**Message-Id:** <0c52cb42-d7a4-46e6-a305-63fa027578f1@atl1s07mta1060.xt.local>  
**Recipient:** smith.8398@osu.edu

**From:** "WHOOOP" <reply@email.whoop.com>  
**Sent:** 8/3/2018 8:29 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Live data from the world's greatest fitness competition

---

## Meet Team Invictus Boston

This week, the fittest athletes on the planet are competing in Madison, WI. Our neighbors from Team Invictus Back Bay have offered to share their Recovery, Strain, Sleep, HRV and more as they battle other top squads from around the globe.

**See their data on The Locker.**

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**From:** "Earlzo Singleton" <yokoi-makoto@vanilla.ocn.ne.jp>

**Sent:** 8/3/2018 7:08 AM

**To:** "shumaker" <shumaker@uidaho.edu>, "smissaghi" <smissaghi@sctcc.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "sopgenorth" <sopgenorth@winona.edu>, "srubio" <srubio@athletics.ucf.edu>

**CC:**

**Subject:** Re:

---

Sender: yokoi-makoto@vanilla.ocn.ne.jp

Subject: Re:

Message-Id: <1533294504.lXwVfuSLHZVYw1XwWfMuZt@mf-smf-ucb026c2>

Recipient: smith.8398@osu.edu



**From:** "Earlzo Singleton" <yokoi-makoto@vanilla.ocn.ne.jp>

**Sent:** 8/3/2018 5:08 AM

**To:** "shumaker" <shumaker@uidaho.edu>, "smissaghi" <smissaghi@sctcc.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "sopgenorth" <sopgenorth@winona.edu>, "srubio" <srubio@athletics.ucf.edu>

**CC:**

**Subject:** Re:

---

<http://dream.ricraftis.com.au>

Earlzo Singleton

**From:** "A Call To Excellence by Tim Kight" <tim@focus3.com>  
**Sent:** 8/3/2018 6:06 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** The Great Divide

---

Sender: tim@focus3.com  
Subject: The Great Divide  
Message-Id: <1533290418184.6f86931d-0b78-4d42-9c46-b1480ddb2386@emailer.focus3.com>  
Recipient: smith.8398@osu.edu

**From:** "A Call To Excellence by Tim Kight" <tim@focus3.com>  
**Sent:** 8/3/2018 6:06 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** The Great Divide

---

## The Great Divide

### Proverbs 8.30-31

*"... when he marked out the foundations of the earth, then I was beside him, **like a master workman**, and I was daily his delight, rejoicing before him always, rejoicing in his inhabited world and delighting in the children of man."*

Do we as Christians really believe that God is the author of all truth? Do we believe that God is the architect of the physical laws that govern the world in which we live, work, and worship? And since God commanded us to have dominion over the planet as his stewards, is it not our responsibility to understand his physical and spiritual laws and wisely apply both sets of laws to fulfill the mission we have been given?

If the Christian community really believed that God is the author of the physical world, then we would invest much more time and effort at being effective stewards of it. But as it stands, the Christian community pays mere lip service to the natural world and the laws that God created to govern it.

When it comes to creation, the Christian world tends to reflect the mistake of secularists, except on the other side of the mirror. Secular thinking focuses on the natural world but marginalizes the spiritual. Church thinking focuses on the spiritual world but marginalizes the physical. Each has a 50% grasp on reality – and proud of it!

We live in a culture that separates our faith from our work. Ironically, this comes at a time when the single most common demographic among people in the church is work, and at a time when the culture and realities of the workplace are most in need of the impact of Christ-centered principles and people.

As I said above, the church's perspective of work tends to be shaped by a dualistic worldview that draws a sharp distinction between the "spiritual" realm and its related activities (seen as primary and superior) and the "physical" realm and its related activities (seen as secondary and inferior). The physical world, which includes the marketplace, is thus deemphasized by the church.

The dualistic worldview is not biblical; rather, it is platonic -- at times even Gnostic. "Platonic" is a reference to the Greek philosopher Plato, who believed the universe was divided into two halves: the physical realm and the "ideal" realm, or what he called the "noumenal." Plato claimed that ultimate reality was noumenal, not physical. He asserted the physical world was a poor reflection of the realities of the noumenal realm.

This great divide seriously impairs the Christian view of work.

The impact of the dualistic worldview in the church has been the adoption of the false idea that the real work of God's kingdom is done by missionaries and members of the clergy, and that believers in other professions do daily work in order to make money to support the "real work" of the kingdom. Because of this distorted theology, many Christians operate under the

misguided belief that the work of a missionary or a pastor is more “spiritual” than the work of a mailman or a bank teller.

This has led the evangelical church to be strangely silent about life at work. Very few churches have a robust “theology of work.” Very few focus on the role of the Christian at work, or the role of work in the life of the Christian. Even though our work is a daily reality, most of the “spiritual growth” activities in churches tend to focus on the inner life and the after life. Spiritual life is often detached and disconnected from what we spend the majority of our time doing — work.

And let’s be honest, an occasional sermon on “Faith at Work” won’t cut it. Nor will a retreat with a speaker on “Christ in the Marketplace” or a book study of the latest Christian bestseller on the topic. Those things help, for sure, but they are insufficient. The issue is bigger than that. Much bigger.

There have been some solid books written on faith at work. Some marketplace ministries have emerged that provide good resources. Nonetheless, we haven’t moved the needle in the church. The worldview of the Christian community has not changed; it is still locked in a limited, dualistic theology. Faith and work are still disconnected.

Wisdom was a master craftsman who rejoiced and delighted in the work of creating and forming the world. So should we rejoice and delight in the work we do every day as agents of the kingdom of God.

More next week.

*“In diligent work there is profit, but mere talk produces poverty.” (Proverbs 14.23)*

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---

Tim Kight  
Founder

w [www.ACallToExcellence.com](http://www.ACallToExcellence.com) e [timothy.kight@gmail.com](mailto:timothy.kight@gmail.com)

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**Sent:** 8/3/2018 12:10 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** CHANGES FOR SUNDAY'S SHOW

---

**Sender:** info@stlsportscollectors.ccsend.com  
**On-Behalf-Of:** info@stlsportscollectors.com  
**Subject:** CHANGES FOR SUNDAY'S SHOW  
**Message-Id:** <1131036718923.1105271777192.1926028626.0.360010JL.1002@scheduler.constantcontact.com>  
**Recipient:** smith.8398@osu.edu

**From:** "St Louis Sports Collectors, Inc" <info@stlsportscollectors.com>  
**Sent:** 8/3/2018 12:10 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** CHANGES FOR SUNDAY'S SHOW

---

We have a couple changes for our show this Sunday. Unfortunately, Bob Goalby has been hospitalized and is unable to attend our show. He has however agreed to sign his items at a private signing when he is released from the hospital and has enough energy. If you had plans to come to the show you can drop off your items and we will get them signed for you.

Today, Thursday, we received more bad news: a family medical situation has forced Jeff Brown to reschedule. At the time of this message he is with his family in Canada and asked if we could reschedule. The new signing date is December 2nd.

We apologize for the inconvenience this causes, but both events are unexpected and could not be prevented.

So, for the show this Sunday we still have a great event planned. With the Cardinals playing on the road, we have less distractions! A very high number of table holders, including some new dealers are setting up. The guests now signing are:

- One of the toughest signers in baseball is Ted Sizemore. Mr Sizemore was the 1969 Rookie of the Year while a Dodger. He then spent five years with the Cardinals, playing second base. In this day and age of baseball, the stolen base is often overlooked. While with the Cardinals, Mr Sizemore batted second in the lineup, behind Lou Brock. For four of the five years batting second for the Cardinals, Mr Brock led the league in stolen bases, including the then record high of 118 stolen bases in 1974! Mr Brock gave a lot of credit to the patience of Mr Sizemore at the plate in enabling him to set that record! Look at any database, Mr Sizemore is a TOUGH signer. We are very fortunate to have him appear at our event.

- Another difficult signer for the St Louis market is Stanley Cup winner and former Blues star, Jamal Mayers! Mr Mayers, an aggressive right winger, earned 1200 penalty minutes. Drafted by and advancing through the Blues development system, Mr Mayers played with the Blues for the first ten years of his career. After stops in Toronto, Calgary and San Jose, his career was coming to an end, he was an integral part of the victorious Chicago Black Hawk Stanley Cup Championship team in 2013! Since his retirement he has been a broadcaster for the Blackhawks.

Also, for Sunday, there are additional features that we are offering for Sunday:

- We will take drop-offs for those wanting their items signed by Bob Goalby. Items typically offered for players will be available Sunday for both Mr Goalby and Mr Brown.

- We are taking drop-offs for a newly announced private signing with Red Berenson!

Additional details and another signing is listed below.

- We have had items held for quite sometime for the cancelled signing by Mike Liut. We will bring them to the show for pickups

- The items for Red Schoendienst and all complete and not completed signings will be available.

- We are carrying the recent publications from the St Louis Browns Historical Society: Their Book, DVD and Incredible Cardinals book are being made available at each show.

Descriptions of each are available to view on our website that will be listed below. Since there have been changes and additions, we feel it best to list all signings and events scheduled so far until the end of the year.

Sept 8th, we have the previously mentioned signing with Red Berenson. Many know his multiple achievements: six time all-star, six goals in one game on November 7, 1968, successful Blues coach (NHL Coach of the Year) and VERY successful coach for University of Michigan. Leading Michigan, his teams won 848 games, reaching the NCAA Tournament a record 22 consecutive years, eleven Frozen Four appearances and two National Championships! Heads up for this signing: this signing is occurring the day before our Sept 9th show. Any drop-offs will need to be received at the August 5th show. After that, orders will need to be placed via mail order or internet.

We have a show on September 9th that features:

- The make-up signing with popular Blues enforcer Kelly Chase! Making the Blues as an undrafted free agent, he had a successful career that included over 2200 penalty minutes.
- We are pleased to have George Foster appear at this event. His achievements are many: Two-time World Series Champ, five-time All-Star, two-time MVP and many other more accomplishments.
- While only a Cardinal for a month, Cesar Cedeño batted .434 with a .750 slugging percentage for that month and helped propel the Cardinals to the 1985 NL Championship. That was not his only accomplishment as a player: he was a four time All-Star and a five-time Gold Glove winner!
- We all remember the famous homerun hit by Tom Lawless in the 1987 World Series. He also was a member of the Cardinals in the 1985 World Series. Many folks remember the popular celebration photo of Jack Clark, Tom Lawless and Cesar Cedeño. That photo, already signed by Mr Clark, will be available.

For the show on September 9th, we are offering something different. We are pleased to announce the following:

The St. Louis Sports Hall of Fame is proud to announce at this show, the induction of everyone's favorite red bird— FREDBIRD!

This event will feature many of Fredbird's mascot friends including Ruffy the Rascal, Brownie, Louie and more! We will even have live birds from the World Bird Sanctuary, plus other area non-profit organizations. Concessions will be available, as well as Cracker Jacks, attendance prizes, and even a few SURPRISES!

The highlight will be Fredbird's induction in to the St. Louis Sports Hall of Fame, emceed by Busch Stadium PA Announcer, John Ulett! The award presentation will take place at approximately 1:30 pm.

Our show October 14th features Dick Groat, David Green and Glenn Brummer.

November 4th show features Luke Voit, Christy Hemme and Jeff Jarrett.

Mid November we have a private signing with former Blue Mike Danton.

Our show on December 2nd now has Jeff Brown and Gail Kim.

Pricing for the new listings should be posted very soon. Updated flyers will be available at Sunday's show.



Hope to see you at our show on August 5th!

Please follow us on Facebook at St Louis Sports Collectors and Twitter  
@StLouisSportsCo

Feel free to view our signed items offered and complete signing news on our homepage  
at [www.stlsportscollectors.com](http://www.stlsportscollectors.com) . Questions can be answered by phoning us at,  
636-678-7576 or by emailing us at [info@stlsportscollectors.com](mailto:info@stlsportscollectors.com).

As always, thanks for your continued support as we are now in our 43rd year!

St Louis Sports Collectors, Inc | PO Box 945, Arnold, MO 63010  
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**Sent:** 8/2/2018 6:46 PM  
**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>  
**CC:**  
**Subject:** The Urban Meyer Scandal - Your True Colors Will Always Be Revealed

---

Sender: dm-noreply@promote.weebly.com  
Subject: The Urban Meyer Scandal - Your True Colors Will Always Be Revealed  
Message-Id: <-hBJ70n8T829eDd1ukgK7Q@ismtpd0003p1sjc2.sendgrid.net>  
Recipient: smith.8398@osu.edu

**From:** "College Football Today" <dm-noreply@promote.weebly.com>  
**Sent:** 8/2/2018 5:46 PM  
**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>  
**CC:**  
**Subject:** The Urban Meyer Scandal - Your True Colors Will Always Be Revealed

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**Sent:** 8/2/2018 4:23 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** 50th Anniversary Special

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Sender: info@o-d.com  
Subject: 50th Anniversary Special  
Message-Id: <1131034913662.1113244868936.1677942791.0.251620JL.1002@scheduler.constantcontact.com>  
Recipient: smith.8398@osu.edu

**From:** "Offense-Defense Football" <info@o-d.com>  
**Sent:** 8/2/2018 4:23 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** 50th Anniversary Special

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On behalf of the Offense-Defense Educational Foundation and our 50th Anniversary kickoff, we are offering you a SPECIAL BONUS...  
**BUY 1 - GET 1 FREE!!!**

Grab a friend (a NEW camper), and go enroll for a 2019 Summer Camp. Get a NEW Camper to sign up and your camp is FREE! If you prefer, you can pay for a camp and invite a new camper for FREE!

**HURRY! TIME IS RUNNING OUT!**

**OFFER ENDS AUGUST 31, 2018**

Buy 1 Get 1 Free:

- Camper #1 receives a FREE camp when he brings in a NEW Camper #2 for full price OR Camper #1 pays for camp and may invite a NEW Camper for FREE
- NEW Camper is one who is not currently registered or who has not registered in 2016, 2017, or 2018
- FREE Camp must be the same camp type as the purchased camp (or lesser value)
- Paying Camper must either pay in full or pay a minimum \$100 and enroll in the monthly payment plan
- If paying camper cancels registration, the free camp status will be forfeited and free camper will have to pay in full
- Paying Camper must complete payment no later than May 15, 2019
- Both Paying Camper and Free Camper will need to complete a Registration Application online by registering at [www.o-d.com](http://www.o-d.com)
- No further discounts may be applied to the paid BOGO Camp

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**From:** "RUBIO" <Rubio@RubioLongSnapping.com>  
**Sent:** 8/2/2018 2:16 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Time's Almost Up for Combo Packages!

---

Sender: Rubio@RubioLongSnapping.com  
Subject: Time's Almost Up for Combo Packages!  
Message-Id: <A59C.23815.37A436B5@epcl1mta02>  
Recipient: smith.8398@osu.edu



**From:** "RUBIO" <Rubio@RubioLongSnapping.com>  
**Sent:** 8/2/2018 11:16 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Time's Almost Up for Combo Packages!

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Just over 24 hours left for the Rubio Long Snapping Combo Packages for the 2018 Fall Camps!

Choose any 1-Day Fall Camp + Vegas XXXIII and save \$150.

Register by Friday, August 3rd at midnight EST to take advantage of this deal —> [HERE](#)

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**From:** "Stephanie Wert" <swert@campusstop.com>  
**Sent:** 8/2/2018 2:05 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Free sunglasses pouches!

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Sender: swert@campusstop.com  
Subject: Free sunglasses pouches!  
Message-Id: <20180802173230.1645.54738.bluestreak@msgapp.com>  
Recipient: smith.8398@osu.edu

**From:** "Stephanie Wert" <swert@campusstop.com>  
**Sent:** 8/2/2018 12:32 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Free sunglasses pouches!

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Summer just got hotter! Free sunglass pouches with an order, find out more inside.

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**Sent:** 8/2/2018 1:45 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Winners Announced: 2018 Football Improvement Survey

---

Sender: glazierclinics.activehosted.com@s6.csa1.acemsc1.com  
On-Behalf-Of: info@glazierclinics.com  
Subject: Winners Announced: 2018 Football Improvement Survey  
Message-Id: <20180802174503.20698.981608778.swift@glazierclinics.activehosted.com>  
Recipient: smith.8398@osu.edu

**From:** "Glazier Clinics" <info@glazierclinics.com>  
**Sent:** 8/2/2018 12:41 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Winners Announced: 2018 Football Improvement Survey

---

[Glazier Clinics Home](#)

Coach,

The feedback you gave in our recent survey makes us better. Thank you for taking time to participate. Below you'll find the winners of the \$100 gift cards.

Don't forget: if you're a 2018 Season Pass holder, you still have access to 6,000+ coaching resources in the Glazier Vault until December 31, 2018. Don't miss out on new drills, plays and more before the season starts. Click here for immediate access to the [Vault](#).

Here are the \$100 gift card winners:

- Coach Clegg, Harbor High School, WA
- Coach Potter, Wadsworth High School, OH
- Coach Webster, La Crosse High School, KS
- Coach Gemo, Live Oak High School, CA
- Coach Kapping, Spring Valley High School, WI
- Coach Hedrick, Holden High School, MO
- Coach Whiteman, Jefferson High School, IN
- Coach Davis, West Forsyth High School, GA
- Coach Hall, Midwest City High School, OK
- Coach Puglio, Bradford Area High School, PA
- Coach Seider, Glades Day School, FL
- Coach Iske, West Liberty High School, IA
- Coach Guidry, Hightower High School, TX
- Coach Lee, Mountain Crest High School, UT
- Coach Jones, Star City High School, AR

We hope to see you at a 2019 Glazier Clinic. Clinic dates are posted on our website and speaker lineups will be coming in October.

Good luck this season.

- The Glazier Team

**Sent to:** SmithZ@buckeyes.ath.ohio-state.edu

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**From:** tnorling@jucofootballscouting.com

**Sent:** 8/2/2018 12:19 PM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 JuCo Defensive Tackle Prospects: Thirty-Two Prospects (Excel Spread Sheet) 2018 + 2017 + HS Video

---

Sender: tnorling@jucofootballscouting.com

Subject: 2019 JuCo Defensive Tackle Prospects: Thirty-Two Prospects (Excel Spread Sheet) 2018 + 2017 + HS Video

Message-Id: <20180802091846.caea30d41943497cd32c310bab4ba05b.d6b869b6f8.wbe@email16.godaddy.com>

Recipient: johnson.6432@osu.edu

**From:** "shane leslie mattison via LinkedIn" <invitations@linkedin.com>  
**Sent:** 8/2/2018 12:14 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** shane leslie mattison's invitation is awaiting your response

---

Sender: invitations@linkedin.com  
Subject: shane leslie mattison's invitation is awaiting your response  
Message-Id: <64578642.5622460.1533226461560.JavaMail.app@lor1-app8731.prod.linkedin.com>  
Recipient: smith.8398@osu.edu

**From:** "shane leslie mattison via LinkedIn" <invitations@linkedin.com>  
**Sent:** 8/2/2018 11:14 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** shane leslie mattison's invitation is awaiting your response

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**shane leslie mattison** would like to connect on LinkedIn. How would you like to respond?

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monk, theologian, songwriter, poet

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**Sent:** 8/2/2018 11:59 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Saddleback College Transfer Players Available

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Sender: invite@fieldlevel.com  
Subject: Saddleback College Transfer Players Available  
Message-Id: <b6e1131a4b6f55637b9965df8.cb71f2257c.20180802155921.0ae6b88c96.2eac0317@mail105.suw15.mcsv.net>  
Recipient: smith.8398@osu.edu

**From:** "Marc Sheil" <Marc\_Sheil@mail.vresp.com>  
**Sent:** 8/2/2018 11:52 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** RE: Coaching Headsets for Football

---

Sender: Marc\_Sheil@mail.vresp.com  
Subject: RE: Coaching Headsets for Football  
Message-Id: <22d8ab7e6c-smith.8398=osu.edu@mail.vresp.com>  
Recipient: smith.8398@osu.edu

**From:** "Marc Sheil" <Marc\_Sheil@mail.vresp.com>  
**Sent:** 8/2/2018 10:52 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** RE: Coaching Headsets for Football

---

Coach Smith,

Have you dug out your headsets for this season only to find that they are either not functioning correctly, or not working at all? At Sideline Power, our core business has always been coaching communication, specifically, headsets. We take pride in offering an all-encompassing lineup of high quality, fully featured, headsets including [MULTIVOICE](#), [HME](#), [X Series](#) and [more](#). Additionally, Sideline Power offers amazing deals on previously owned headset system packages. So, whether your program is looking for a budget-friendly package, or you are ready to go big with all the bells and whistles, Sideline Power has a system that fits your needs.

To learn more about Sideline Power's headset options, visit <http://www.sidelinepower.com/>, email us at [info@sidelinepower.com](mailto:info@sidelinepower.com), or call us at 800-496-4290.

**Few other notes:**

- End Zone Cameras starting at \$2,790 including everything needed
- Dual Sideline Camera with a optional Air Link packages - starting at \$2,795
- Drone Packages starting at \$1,000
- We offer Portable Sounds systems & Segment timers and much more

As always, feel free to get ahold of me directly if there is anything I can assist with or questions I can answer. I look forward to working with you.

Click here for a direct link to our [2018 PRODUCT CATALOG](#).

Sincerely,

Marc Sheil, VP of Sales  
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**Sent:** 8/2/2018 10:44 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Coach Follow us Back

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Sender: football@epgridiron.com  
Subject: Coach Follow us Back  
Message-Id: <e306034eb391100728723a5de4863eec@epgridiron.com>  
Recipient: smith.8398@osu.edu



**From:** "football" <football@epgridiron.com>  
**Sent:** 8/2/2018 8:44 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Coach Follow us Back

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Coach join the many other Collegiate Coaches who are Following.

**FOLLOW US BACK....**here's our Twitter page:  
[https://twitter.com/EP\\_GRIDIRON](https://twitter.com/EP_GRIDIRON)

Now Coach if you're already a **FOLLOWER** of our Twitter Page...We appreciate the Follow Back!

EP GRIDIRON - TX Prospects Recruits

**From:** "A Call To Excellence by Tim Kight" <tim@focus3.com>  
**Sent:** 8/2/2018 6:06 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** The created order

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Sender: tim@focus3.com  
Subject: The created order  
Message-Id: <1533204013337.0bc09c68-6429-4b66-9795-7f2901cddbc0@emailer.focus3.com>  
Recipient: smith.8398@osu.edu

**From:** "A Call To Excellence by Tim Kight" <tim@focus3.com>  
**Sent:** 8/2/2018 6:06 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
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## The created order

### Proverbs 8.27-31

*"When he established the heavens, I was there; when he drew a circle on the face of the deep, when he made firm the skies above, when he established the fountains of the deep, when he assigned to the sea its limit, so that the waters might not transgress his command, when he marked out the foundations of the earth, then I was beside him, **like a master workman**, and I was daily his delight, rejoicing before him always, rejoicing in his inhabited world and delighting in the children of man."*

I want to continue with the theme that wisdom ... the laws of physics ... the Lord's *tsedek* ... was continually at work in the creation and formation of the world.

God first created the physical and spiritual laws of the universe, and then used those laws in the creation of the universe. As noted yesterday, Lady Wisdom (including the physical laws) "delighted" and "rejoiced" with God in the creation of the world and the creation of mankind. As Genesis says, the Lord looked at what he created and declared it "very good."

Having said that, there is a problem. A big problem. Most Christians today do not treat God's physical laws with the degree of respect — let alone rejoicing and delight — that they deserve.

In order to operate effectively in the world that God has created, it is necessary to understand the laws and principles that God has created to bring order to creation. Most Christians focus on the spiritual laws that govern the spiritual world, but they seriously neglect the physical laws that govern the physical world.

Jesus calls us to life in the real world. He did not save us only for the inner life and after life; he sends us into the world now to be agents of his kingdom and have dominion. Understanding the physical laws that govern the world is essential our calling and mission. To limit Christianity primarily to the after life or the inner life is to distort the Christian journey. Abraham Kuyper said it well: *"There is not one square inch of the entire creation about which Jesus Christ does not cry out, 'This is mine! This belongs to me!'"*

God's plan was to establish his kingdom on planet earth by living in and ruling through man. God created man to live and work on earth in a way that reflects his character and represents his rule. We were created to be bearers of God's image and agents of God's kingdom. Our ability to have dominion and represent God's kingdom (what we do) is dependent on the presence of his image and life in us (who we are).

We are created and called to be priests over creation. We receive the world as a gift from God, we work in it and on it, and then we offer our work in the world back to God as an offering in praise—a world touched by our gifts and shaped by our labor. And in doing so, we imitate God. We reflect our Maker. Our daily work is part of what it means to bear the very image of God our Creator.

Trust God, do the work, and delight in it.

[View Online →](#)

Tim Kight

*Founder*

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**Sent:** 8/1/2018 9:38 PM  
**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>  
**CC:**  
**Subject:** College Football Today's Maxwell Award "Hot List" 2018

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Subject: College Football Today's Maxwell Award "Hot List" 2018  
Message-Id: <4d2LYPp0S36o\_PwNgD\_3Zg@ismtpd0004p1sjc2.sendgrid.net>  
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**Sent:** 8/1/2018 8:38 PM  
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**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Ranking all 32 NFL Receiving Corps

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On-Behalf-Of: contact@profootballfocus.com  
Subject: Ranking all 32 NFL Receiving Corps  
Message-Id: <bf7aa89e3be86292c0634bc60.125c5520b6.20180801223201.f67fbdd7d3.f0534adb@mail168.atl21.rsgsv.net>  
Recipient: smith.8398@osu.edu



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**Sent:** 8/1/2018 5:32 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Ranking all 32 NFL Receiving Corps

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Senior Analyst Mike Renner outlines PFF's all-32 team rankings as receiving corps, a unit that have have been proven extremely valuable.



## NFL receiving corps rankings: All 32 teams entering 2018

We've been going through the top units across the NFL over the past few weeks. Included in those were our oft-talked about [offensive line rankings](#), our defensive unit rankings on [pass-rush](#), [run-defense](#) and [in the secondary](#).

But now, we turn our attention to the offensive side of the ball again. [Utilizing data from our newly-released Premium Stats 2.0](#), we unveil our top 32 pass-catching units as we enter the 2018 NFL season.

[Read More](#)

**PFF's Best Contracts – Top 5 NFL cornerback contracts for 2018**

**Announcing: Premium Stats 2.0 and updates to PFF grades**



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**Sent:** 8/1/2018 4:35 PM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** Zach — They won!

---

Sender: change@mail.change.org

Subject: Zach - They won!

Message-Id: <725f81b9-f50c-4932-9c63-3734013d1045@atl1s07mta803.xt.local>

Recipient: smith.8398@osu.edu

**From:** "Sylvia Rolle, Change.org" <change@mail.change.org>  
**Sent:** 8/1/2018 2:35 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Zach — They won!

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Zach — Lowe's and Home Depot are taking a deadly chemical off their shelves. They made the decision after people like you took to [Change.org](#) demanding they take action to save lives. **Now, with your signature, you can convince Ace Hardware to do the same.**

Take a moment to read the amazing story behind two inspiring victories and then add your name to the latest petition in a movement to keep a lethal chemical out of our homes:

**"No family should have to lose a loved one because of deadly chemicals. Period."**

Those are the words Cindy and Hal Wynne used to start their petition after the death of their son, Drew. What started off as an unimaginable tragedy launched their mission to ban deadly chemicals sitting on store shelves across the country.

Drew, like countless people before him, was able to walk into Lowe's home improvement store and buy a paint stripper containing the dangerous chemical methylene chloride.

Lowe's wasn't alone — other big chains like Home Depot and Sherwin-Williams also allowed the deadly chemical to be sold to unaware customers.

**After Drew's memorial there was a realization that others would suffer the same fate if something wasn't done. Cindy and Hal felt they had no other choice but to take action.** The Wynnes turned to a place that has one mission: empowering people like them to win. **They turned to [Change.org](#).**

Partnering with *Safer Chemicals Healthy Families*, Cindy and Hal started a [Change.org](#) petition. Our platform was designed to support people like the Wynnes with free access to online petition tools, a community of supporters ready to take action, and professional experts on staff to offer free advice and support services.

Cindy and Hal's petition grew as their story was shared with more and more people by [Change.org's](#) email and communication teams, and people like you. Before they knew it, they had tens of thousands of signatures. **They were no longer just two parents fighting for what was right — they were a movement.**

The movement ultimately gained tens of thousands of supporters. The story of their campaign was covered by national media outlets including CBS News, ABC News, USA Today and others, which helped bring even wider attention to the issue.

Lowe's might have been able to ignore one family, but there was no ignoring this nationwide movement. **Lowe's agreed to phase out products containing methylene chloride by the end of the year.**

**Cindy and Hal's petition was a victory!**

**Cindy and Hal Wynne had never started a petition before, but they were able to get one of the biggest companies in the U.S. to listen and take action.** Nobody can say how many lives they were able to save, but it all started with a few clicks and a belief they could make a difference.

*Safer Chemicals Healthy Families* continued telling the Wynne's story with another petition targeting Home Depot. **And thanks to public pressure from people like you, their Home Depot petition quickly became a victory too.**

With the two biggest home improvement chains committed to banning methylene chloride, ***Safer Chemicals Healthy Families* is now putting pressure on Ace Hardware – the neighborhood hardware store trusted by millions.** [Are you ready to keep the movement going?](#)

Add your support to help save lives — Tell Ace Hardware to drop deadly paint strippers

**Your voice can convince Ace Hardware to drop products with methylene chloride.** Each day people like you — brought together by [Change.org](#) — influence the most powerful companies and people in the world. Your signature can truly change the world.

Let's continue to change the world together, one signature at a time.

Sylvia Rolle  
*Campaigns Team*

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**From:** tnorling@jucofootballscouting.com

**Sent:** 8/1/2018 12:45 PM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 Offensive Bounceback Prospects: Sixty-Four Prospects (Excel Spread Sheet) 2018 + 2017 + HS Video

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Sender: tnorling@jucofootballscouting.com

Subject: 2019 Offensive Bounceback Prospects: Sixty-Four Prospects (Excel Spread Sheet) 2018 + 2017 + HS Video

Message-Id: <20180801094211.caea30d41943497cd32c310bab4ba05b.57a3a09326.wbe@email16.godaddy.com>

Recipient: pantoni.1@osu.edu



**From:** tnorling@jucofootballscouting.com

**Sent:** 8/1/2018 12:43 PM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 Offensive Bounceback Prospects: Sixty-Four Prospects (Excel Spread Sheet) 2018 + 2017 + HS Video

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Sender: tnorling@jucofootballscouting.com

Subject: 2019 Offensive Bounceback Prospects: Sixty-Four Prospects (Excel Spread Sheet) 2018 + 2017 + HS Video

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From: "Baca, Brad" <bbaca@pittsburgisd.net>

Sent: 8/1/2018 12:13 PM

To: "jschaef@iastate.edu" <jschaef@iastate.edu>, "tmanning@iastate.edu" <tmanning@iastate.edu>, "jheacock@iastate.edu" <jheacock@iastate.edu>, "layeni@iastate.edu" <layeni@iastate.edu>, "bgasser@iastate.edu" <bgasser@iastate.edu>, "agolesh@iastate.edu" <agolesh@iastate.edu>, "jhofher@iastate.edu" <jhofher@iastate.edu>, "darrellm@iastate.edu" <darrellm@iastate.edu>, "erasheed@iastate.edu" <erasheed@iastate.edu>, "tveidt@iastate.edu" <tveidt@iastate.edu>, "gbraben@iastate.edu" <gbraben@iastate.edu>, "egenise@iastate.edu" <egenise@iastate.edu>, "kansasfootball@ku.edu" <kansasfootball@ku.edu>, "johnny.barr@okstate.edu" <johnny.barr@okstate.edu>, "butlegm@okstate.edu" <butlegm@okstate.edu>, "footballrecruiting@tcu.edu" <footballrecruiting@tcu.edu>, "tommy.mcvay@ttu.edu" <tommy.mcvay@ttu.edu>, "jason.e.reed@ttu.edu" <jason.e.reed@ttu.edu>, "ucffootball@athletics.ucf.edu" <ucffootball@athletics.ucf.edu>, "mtaylor@athletics.ucf.edu" <mtaylor@athletics.ucf.edu>, "glambrecht@athletics.ucf.edu" <glambrecht@athletics.ucf.edu>, "gaustin@athletics.ucf.edu" <gaustin@athletics.ucf.edu>, "sbeckton@athletics.ucf.edu" <sbeckton@athletics.ucf.edu>, "echinander@athletics.ucf.edu" <echinander@athletics.ucf.edu>, "mdawson@athletics.ucf.edu" <mdawson@athletics.ucf.edu>, "jdewitt@athletics.ucf.edu" <jdewitt@athletics.ucf.edu>, "tfisher@athletics.ucf.edu" <tfisher@athletics.ucf.edu>, "rheld@athletics.ucf.edu" <rheld@athletics.ucf.edu>, "twalters@athletics.ucf.edu" <twalters@athletics.ucf.edu>, "sdillon@athletics.ucf.edu" <sdillon@athletics.ucf.edu>, "rcallaghan@athletics.ucf.edu" <rcallaghan@athletics.ucf.edu>, "mcassano@athletics.ucf.edu" <mcassano@athletics.ucf.edu>, "jeff.koonz@uc.edu" <jeff.koonz@uc.edu>, "tyson.linder@uc.edu" <tyson.linder@uc.edu>, "zachary.taylor@uc.edu" <zachary.taylor@uc.edu>, "mike.gillhamer@uc.edu" <mike.gillhamer@uc.edu>, "john.grimes@uc.edu" <john.grimes@uc.edu>, "nicholas.grimes@uc.edu" <nicholas.grimes@uc.edu>, "kenny.ingram@uc.edu" <kenny.ingram@uc.edu>, "blake.rolan@uc.edu" <blake.rolan@uc.edu>, "john.widecan@uc.edu" <john.widecan@uc.edu>, "sherry.murray@uc.edu" <sherry.murray@uc.edu>, "vince.suriano@uc.edu" <vince.suriano@uc.edu>, "doug.rosfeld@uc.edu" <doug.rosfeld@uc.edu>, "greg.bruner@uc.edu" <greg.bruner@uc.edu>, "jena.bushelman@uc.edu" <jena.bushelman@uc.edu>, "adam.niemeyer@uc.edu" <adam.niemeyer@uc.edu>, "carl.schmid@uc.edu" <carl.schmid@uc.edu>, "frank.verducci@uconn.edu" <frank.verducci@uconn.edu>, "anthony.poindexter@uconn.edu" <anthony.poindexter@uconn.edu>, "david.corley@uconn.edu" <david.corley@uconn.edu>, "vincent.brown@uconn.edu" <vincent.brown@uconn.edu>, "michael.cummings@uconn.edu" <michael.cummings@uconn.edu>, "erik.campbell@uconn.edu" <erik.campbell@uconn.edu>, "wayne.lineburg@uconn.edu" <wayne.lineburg@uconn.edu>, "joshua.reardon@uconn.edu" <joshua.reardon@uconn.edu>, "kevin.wolthausen@uconn.edu" <kevin.wolthausen@uconn.edu>, "nicholas.lezynski@uconn.edu" <nicholas.lezynski@uconn.edu>, "garrett.scott@uconn.edu" 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 "mjjudge@usna.edu" <mjudge@usna.edu>, "nua@usna.edu" <nua@usna.edu>, "dobrien@usna.edu"  
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 <tully@usna.edu>, "magee@usna.edu" <magee@usna.edu>, "ppehrson@usna.edu" <ppehrson@usna.edu>,  
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CC:

Subject: 2019 CORNER/WR/RETURNER-29 COMPOSITE ACT

---

2019 CORNER/WIDE RECEIVER/KICK RETURNER #13---  
KEITHLEN GRIFFIN



<https://www.hudl.com/profile/6553614/Keithlen-Griffin>

<https://247sports.com/Player/Keithlen-Griffin-46052988/>

6'0

160 LBS

VERT: 31 INCHES

COMPOSITE ACT: 29

CORE GPA: 3.03

## 2017 STATS:

### Stats

YEAR						
2017						
TOTAL						
REC	RECYD	RECTD	TCK	PBU	FR	INT
34	432	8	55	11	2	5

4X100 RELAY

4X200 RELAY (STATE QUALIFIER)

4X400 RELAY

BASKETBALL: STARTING GUARD

Thank you for your time and consideration,

**BRAD BACA**

Athletic Director/Head Football #PittFamily  
Pittsburg ISD



From: "Baca, Brad" <bbaca@pittsburgisd.net>

Sent: 8/1/2018 12:13 PM

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Subject: 2019 CORNER/WR/RETURNER-29 COMPOSITE ACT

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Subject: Buckeye Bits 8/1/18 - New Buckeyes, New City is August 21!  
Message-Id: <ffeb156763d7f60ad2eef7a8b.9c41b030e7.20180801150757.168adada46.27e745ac@mail51.atl71.mcdlv.net>  
Recipient: Smith.8398@osu.edu

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**To:** "Smith, Zachary" <smith.8398@osu.edu>  
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**Subject:** Buckeye Bits 8/1/18 - New Buckeyes, New City is August 21!

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## Buckeye Bits E-Newsletter

**August 1, 2018**

### Welcome your newest alumni family members

The [New Buckeyes, New City](#) event will be held at [Carmine's in Penn Quarter](#) on **Tuesday, August 21** from **6-8pm**. Appetizers will be served, and each guest gets one complimentary drink ticket. Registration is **\$10** for alumni and complimentary for 2018 graduates.

Join fellow Buckeyes for an exciting welcome celebration like no other. **New Buckeyes, New City** is the perfect opportunity for recent graduates to form connections with established alumni, introducing them to Washington D.C., and showing them all the ways they can stay connected to Ohio State.

**Washington, D.C.**

**Tuesday, August 21, 2018**



6 – 8 p.m.  
[Carmine's](#)  
[425 7th St NW](#)  
[Washington, D.C. 20004](#)

[Click here to RSVP now!](#)

---

Alumni: don't forget to nominate a **Rising Buckeye** in the D.C. area. This is a special recognition of alumni making an astounding impact and doing great things in their community.

[Nominate a Rising Buckeye](#)

---

## Join the Game Day Committee

We're finalizing our official Buckeye Game Day partners for the 2018 football season! To join the Game Day committee to help us raise scholarship funds at our Game Day parties, to volunteer for our Maryland tailgate on Saturday, November 17, or for more information about getting involved, email Tariq & Melissa: [gameday@osudc.org](mailto:gameday@osudc.org). Stay tuned for details about our upcoming Game Day Happy Hour, planned for **Thursday, August 23!**

---

OSUDC has service events in Fairfax County for **Adopt-A-Highway** throughout the year! We meet at the [McDonald's](#) at the intersection of Lee Chapel Rd. and Old Keene Mill Rd. in Burke, VA at **9:00am on Saturday, August 25**. The pickup is cancelled in the event of rain. Please contact [Phil Gbur](#) if you have any questions.

Please note that this is an age 18+ years event, per DMV safety rules.

### UPCOMING DATES:

[August 25, 2018](#)

[November 10, 2018](#)

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## Save the Date: B1G Football Kickoff!

Ohio State alumni are invited to a [football kickoff happy hour event](#) at [Penn Social](#) from **5-7pm on Thursday, September 20**, a chance for all B1G chapters to get together and hang out before we start the B1G football season that following weekend. Let's be friends before we become foes. Specials include \$2 off all beers, \$5 well drinks, \$6 wines and of course food specials. More details to come!

---

## Ohio State Alumni Flag Football

Are you interested in playing flag football with OSUDC? [Capital Alumni Network football](#) is a coed league, and the season runs weekends September-December. For more information or to join us this fall, email Renita at [athletics@osudc.org](mailto:athletics@osudc.org). Go Bucks!

---

### Attention Landscape Architecture alumni:

Did you take classes with J. Brooks Breeden, FASLA Emeritus, a professor of Landscape Architecture in the Knowlton School of Architecture at OSU for 31 years (1974-2005)? When he retired in 2005, he and his wife, Peggy Breeden, relocated to Springfield, VA. He passed away in 2012, and she would love to connect with his former students. Please [email us](#) for her contact information!

---

We have a brand new executive board! If you're looking to contact us, be sure to [check out our updated website](#) for the most current info. (Don't worry, if you email the wrong person, we'll be sure to pass your email along!)

---

## Join or Renew your OSUDC Membership

Just a friendly reminder to renew your membership with The Ohio State University Alumni Club of Greater Washington, DC. The membership year runs from June 2018 to May 2019, so don't get left out this year. [Joining or renewing your membership](#) is easy, and will help you stay connected to other Buckeye faithful in the DC area.

Please [visit our website](#) and renew your membership today! Annual dues are just \$25 for The OSU Alumni Club of Greater Washington, DC. Thanks and Go Bucks!

---

### Upcoming Events Calendar

Keep up with all of our upcoming events [on our website](#)! You can easily export the events you're interested in attending to iCal or Google Calendar.

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## UPCOMING EVENTS

[New Buckeyes, New City](#)

[Adopt-A-Highway](#)

[BIG Kickoff Happy Hour](#)

[Full Event Calendar](#)

### ABOUT [OSUDC](#)

The Ohio State University Alumni Club of Greater Washington, DC is a chartered alumni club of The Ohio State University Alumni Association, Inc. We offer opportunities for the Buckeye faithful to stay connected to OSU and to each other in the greater Washington, DC area.

---

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**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** How Bill Belichick Quizzes to Improve Performance

---

Sender: winningways=championshipperform.com@mail189.atl121.mcsv.net

On-Behalf-Of: winningways@championshipperform.com

Subject: How Bill Belichick Quizzes to Improve Performance

Message-Id: <d6318a352b7b4ff96460bb0fb.0921d395ee.20180801130344.bf7efbd1b1.a244a011@mail189.atl121.mcsv.net>

Recipient: smith.8398@osu.edu

**From:** "Coach Rock Thompson" <winningways@championshipperform.com>  
**Sent:** 8/1/2018 8:04 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
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**CC:**  
**Subject:** It's Almost FOOTBALL Season!

---

Sender: order=awarddecals.com@mail242.atl221.rsgsv.net  
On-Behalf-Of: order@awarddecals.com  
Subject: It's Almost FOOTBALL Season!  
Message-Id: <c624e2268654ecd48455ff270.0589efd0d8.20180801125033.9b449b1ad5.f58c2170@mail242.atl221.rsgsv.net>  
Recipient: smith.8398@osu.edu

**Subject:** It's Almost FOOTBALL Season!

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**Sent:** 8/1/2018 8:41 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Leading Change Through Collaboration | Orlando

---

Sender: events@academic-impressions.com  
Subject: Leading Change Through Collaboration | Orlando  
Message-Id: <1501270808.-2141464545.1533127261085.JavaMail.root@abmas02.marketo.org>  
Recipient: smith.8398@osu.edu

**From:** "Academic Impressions" <events@academic-impressions.com>  
**Sent:** 8/1/2018 7:41 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Leading Change Through Collaboration | Orlando

---

Join us in Orlando this November to learn proven methods for leading change on campus.

## [Leading Change Through Collaboration](#)

November 14 - 16, 2018 | Orlando, FL

**Learn how to initiate and sustain momentum toward real change on campus.**

Leading Change Through Collaboration focuses on how you can create a shared vision and gain real buy-in from your colleagues on campus. This topic and training have never been more relevant given the complex challenges we face and the need for creative solutions. This program will equip you with the skillset and mindset for how to actually make change on your campus.

*"This is a great conference for people who want to focus on gaining the tools to make large positive changes in their institution by employing the principles of good design."*

**Heidi Northwood, Dean, Liberal Arts, Wilfrid Laurier University**

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**From:** "Coach Emerson" <kemerson@calrecruits.com>

**Sent:** 8/1/2018 8:02 AM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** JuCoLINK-Only site in country with CA Juco Athletes Transcripts, Highlights and Contact info.

---

Sender: kemerson@calrecruits.com

Subject: JuCoLINK-Only site in country with CA Juco Athletes Transcripts, Highlights and Contact info.

Message-Id: <1fkppn-0006M1-Kc@mx188.spsndr.com>

Recipient: smith.8398@osu.edu



**From:** "Coach Emerson" <kemerson@calrecruits.com>

**Sent:** 8/1/2018 7:02 AM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

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**Subject:** JuCoLINK-Only site in country with CA Juco Athletes Transcripts, Highlights and Contact info.

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Thanks, coach. Please spread the word.

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**Kevin Emerson, Former Orange Coast College HC.  
CCCCFA Recruiting Information Coordinator**

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**From:** "A Call To Excellence by Tim Kight" <tim@focus3.com>  
**Sent:** 8/1/2018 6:09 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** The Great Architect

---

Sender: tim@focus3.com  
Subject: The Great Architect  
Message-Id: <1533117637582.f605eaa1-3b36-47a2-b3a0-0487639927d0@emailer.focus3.com>  
Recipient: smith.8398@osu.edu

**From:** "A Call To Excellence by Tim Kight" <tim@focus3.com>  
**Sent:** 8/1/2018 6:09 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** The Great Architect

---

## The Great Architect

### Proverbs 8:22-26

*"The Lord possessed me at the beginning of his work, the first of his acts of old. Ages ago I was set up, at the first, before the beginning of the earth. When there were no depths I was brought forth, when there were no springs abounding with water. Before the mountains had been shaped, before the hills, I was brought forth, before he had made the earth with its fields, or the first of the dust of the world."*

In this passage, the created order speaks to us in the first person: *"The Lord possessed me at the beginning of his work ..."*. Some commentators assert that this refers to the pre-incarnate Christ. I don't think so. The "me" in this passage is God's created order. *Tsedek*. The way the Lord has designed the universe to work.

God the Father did not "bring forth" God the Son. He "brought forth" his Natural Law.

There is a design to the way the world works, and this design can be observed by anyone who is actually looking. If you align with the design --- if you align with the created order --- you will be productive and experience success. If you try to live in opposition to this order, you will experience problems, pain, and eventually failure.

Here are some of the attitudes and actions that are out of alignment with God's created order:

Greed  
Selfishness  
Deceitfulness  
Sexual promiscuity  
Arrogance  
Gossip  
Laziness

The negative consequences to these actions aren't immediate, but they are inevitable. One of the great mistakes that people make is equating the delay of consequences with the absence of them.

### Proverbs 8:27-31

*"When he established the heavens, I was there; when he drew a circle on the face of the deep, when he made firm the skies above, when he established the fountains of the deep, when he assigned to the sea its limit, so that the waters might not transgress his command, when he marked out the foundations of the earth, then I was beside him, like a master workman, and I was daily his delight, rejoicing before him always, rejoicing in his inhabited world and delighting in the children of man."*

This is truly an amazing passage. God's created order continues to speak in the first person. Wisdom ...the laws of physics ... the Lord's *tsedek* in the physical realm... was continually at work in the creation and formation of the world.

Note that Lady Wisdom describes herself as a “master workman” who labored with God in creation, and who *thoroughly enjoyed the work!* “Master workman” is the Hebrew *amon*, which means “craftsman, one who is skilled.” In other words, the Lord designed the physical laws of the universe to bring order and structure to the world. Wisdom was not just present at creation; wisdom participated in creation, and delighted in it.

It’s also significant that wisdom is portrayed as a mediating figure between God and mankind. If someone wants to know how the world works and therefore how to navigate life with its challenges and problems, then get to know wisdom. Get to know *tsedek*. Who would know better how to act in the world than the one through whom it was made?

We also were created to be master workmen within God’s created order. We are called to understand the created order, align with its design, and do the work necessary to bring order and fruitfulness to the world.

Then, as now, we are called to trust God and do the work.

[View Online →](#)

---

Tim Kight

Founder

w [www.ACallToExcellence.com](http://www.ACallToExcellence.com) e [timothy.kight@gmail.com](mailto:timothy.kight@gmail.com)

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**From:** "Evan Fosha" <yn-dumbo@athena.ocn.ne.jp>

**Sent:** 8/1/2018 3:42 AM

**To:** "Coach Paul Lusk Missouri State" <SMcMahon@missouristate.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "solich" <solich@ohio.edu>, "Coach Steve Otterbein Hillsdale" <sotterbein@hillsdale.edu>, "spartanfootball" <spartanfootball@sjsu.edu>

**CC:**

**Subject:** Re:

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Sender: yn-dumbo@athena.ocn.ne.jp

Subject: Re:

Message-Id: <1533109338.kllyfLERWwe1Lkllyfiz3X@mf-smf-ucb034c3>

Recipient: smith.8398@osu.edu

**From:** "Evan Fosha" <yn-dumbo@athena.ocn.ne.jp>

**Sent:** 7/31/2018 11:42 PM

**To:** "Coach Paul Lusk Missouri State" <SMcMahon@missouristate.edu>, "Smith, Zachary" <smith.8398@osu.edu>, "solich" <solich@ohio.edu>, "Coach Steve Otterbein Hillsdale" <sotterbein@hillsdale.edu>, "spartanfootball" <spartanfootball@sjsu.edu>

**CC:**

**Subject:** Re:

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<http://idea.p3global.net>

Evan Fosha



**From:** "FAU College of Business" <noreply@execed.fau.edu>  
**Sent:** 7/31/2018 5:52 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Add "Globally-Ranked" To Your Resume

---

Sender: noreply@fau.edu  
On-Behalf-Of: noreply@execed.fau.edu  
Subject: Add "Globally-Ranked" To Your Resume  
Message-Id: <b9fe83b8-5df1-4786-8720-366b4537461c@xtnvmta410.xt.local>  
Recipient: smith.8398@osu.edu

**From:** "FAU College of Business" <noreply@execed.fau.edu>  
**Sent:** 7/31/2018 3:52 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
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By now, you may have seen what **FAU MBA Sport Management** students do and where they work, but what about the experience while in school? We pride ourselves on preparing top-notch professionals in a hands-on, immersive, and professional environment.

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## ***Why FAU MBA in Sport Management?***

- Exclusive access to sport industry networking opportunities
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**From:** "Ohio State Wexner Medical Center" <wexmedadvancement@osumc.edu>  
**Sent:** 7/31/2018 3:31 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** ImpactHealth | July 2018

---

Sender: wexmedadvancement@osumc.edu  
Subject: ImpactHealth | July 2018  
Message-Id: <f6c2603d0f864c5cbc16de9e3c9c7f9c@osumc.edu>  
Recipient: smith.8398@osu.edu

**From:** "Ohio State Wexner Medical Center" <wexmedadvancement@osumc.edu>  
**Sent:** 7/31/2018 3:28 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** ImpactHealth | July 2018

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ImpactHealth - The Ohio State University Wexner Medical Center & College of Medicine

## How Bob and Corrine Frick became supporters of the Ohio State Heart and Vascular Center

---

In April, the Ohio State Wexner Medical Center announced the establishment of the nation's first center dedicated to treating those with heart failure and arrhythmia, thanks to a transformational gift of \$18 million from Bob and Corrine Frick. In this video, the couple explains what led them to become such strong supporters of heart research.

[Watch video](#)

## NIH awards a \$25M research grant to Ohio State's College of Medicine

---

This July, the National Institutes of Health awarded a \$25 million Clinical and Translational Science Award to Dr. Rebecca Jackson, a faculty member of The Ohio State University College of Medicine and director of the university's Center for Clinical and Translational Science. This funding from the National Center for Advancing Translational Sciences will further the center's mission of translating scientific discoveries into clinical therapies to improve human health. The grant will support translational science initiatives, workforce development and partnerships with private and public organizations.

[Learn more](#)

## Anita Afzali, MD, MPH, FACG, installed as the Abercrombie & Fitch Chair for Inflammatory Bowel Disease

---

On July 19, Anita Afzali, MD, MPH, FACG, became the Abercrombie & Fitch Chair in Inflammatory Bowel Disease. Dr. Afzali is an associate professor in the Department of Internal Medicine and medical director of the Ohio State Inflammatory Bowel Disease Center. The new position will advance research and care to the highest standards, improving IBD treatment across Ohio and nationally. Provost Bruce McPheron, alongside Drs. Peter Mohler and Darwin Conwell, provided remarks.

congratulated Dr. Afzali, and expressed gratitude to Abercrombie & Fitch Co. for its investment partnership in establishing the new chair.

[Learn more](#)

## Two Department of Surgery established professorships celebrated

---

The Edwin H. and E. Christopher Ellison Professorship and The Ward Family Surgical Oncology Designated Professorship were announced and celebrated this July alongside donors, faculty staff. Hosted by Dr. Tim Pawlik, chair of the Department of Surgery, the two awards were presented by Provost Bruce McPheron. The Ellison Professorship, awarded to Dr. Brad Needleman, was established to honor the accomplishments of the late Dr. Edwin Ellison and of his son Dr. Christopher Ellison, and is designed to support a nationally or internationally recognized physician faculty member in clinical or academic leadership in the field of surgery. The Ward Professorship, funded by Don and Angie Ward and awarded to Dr. Drew Shirley, was designed to support growth and excellence in surgical oncology through the fostering faculty recruitment and retention efforts at promising young surgeons. Congratulations, Dr. Needleman and Dr. Shirley!

For more information on how to support the Emerging Surgeon Scholar Professorship, contact [Carmen Boy](#) or click below.

[Learn more](#)

## UPCOMING EVENTS

### All month long!

#### Round Up for Heart Research at Panera

Throughout the month of August, you can help the Ohio State Richard M. Ross Heart Hospital by dining at Panera. Stop in to any of the 43 central Ohio Panera locations and round up your total bill to the nearest dollar and register. All of the funds raised from rounding up at the registers will benefit the Ross Heart Hospital.

9/15

#### Walk + Roll to Cure FSHD

Dublin, OH, walk benefiting facioscapulohumeral muscular dystrophy (FSHD) research at Ohio State

[Sign up](#)

9/17

#### 29th Annual Burn Center Outing

Golf outing at the Scioto Reserve Golf & Athletic Club in Powell, OH, benefiting the Burn Center at Ohio State

[Learn more](#)



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10/25

Diabetes and Metabolism Research Center Update and Education Dinner

Dinner at The Athletic Club of Columbus benefiting diabetes and metabolism research at Ohio S

[Read more](#)

---

Commemorate the next special occasion in your life while raising funds for  
Ohio State Wexner Medical Center

[Start fundraising](#)

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660 Ackerman Road, Columbus, Ohio 43202

[wexmedadvancement@osumc.edu](mailto:wexmedadvancement@osumc.edu)

[wexnermedical.osu.edu](http://wexnermedical.osu.edu) | [medicine.osu.edu](http://medicine.osu.edu)

Wexner Medical Center

College of Medicine

---

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**Sent:** 7/31/2018 1:47 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Gear, prizes, bands, and more! Stop by if you're in Madison!

---

**Sender:** reply@email.whoop.com  
**Subject:** Gear, prizes, bands, and more! Stop by if you're in Madison!  
**Message-Id:** <a87417a0-0c66-4b0e-af83-16a58348a2b8@atl1s07mta1234.xt.local>  
**Recipient:** smith.8398@osu.edu

**From:** "WHOOOP" <reply@email.whoop.com>

**Sent:** 7/31/2018 11:47 AM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

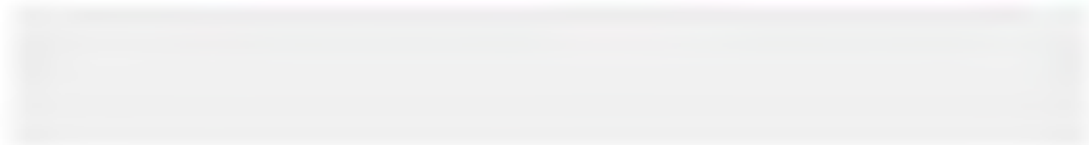
**Subject:** Gear, prizes, bands, and more! Stop by if you're in Madison!

---

## Say Hello At The Games

Starting tomorrow, some of the world's fittest athletes will be on display at the CrossFit Games in Madison, WI. The WHOOP Team will be there to answer all your questions about the membership program, your WHOOP data, and more - will you be there?

Follow us on instagram as we feature data from our friends & top athletes of Team Invictus in Boston. We hope to see you!



**From:** "Stephanie Wert" <swert@campusstop.com>  
**Sent:** 7/31/2018 1:26 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Students will love these PopSockets + New Add-On!

---

Sender: swert@campusstop.com  
Subject: Students will love these PopSockets + New Add-On!  
Message-Id: <20180731171534.25275.81541.bluestreak@msgapp.com>  
Recipient: smith.8398@osu.edu

**From:** "Stephanie Wert" <[swert@campusstop.com](mailto:swert@campusstop.com)>  
**Sent:** 7/31/2018 12:15 PM  
**To:** "Smith, Zachary" <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**CC:**  
**Subject:** Students will love these PopSockets + New Add-On!

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**Sent:** 7/31/2018 1:06 PM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** Hi Coach Smith- It's that Time Again

---

Sender: alyssia@xtramanfundraising.org

Subject: Hi Coach Smith- It's that Time Again

Message-Id: <0.1.BF.29C.1D428F0C6AD5A24.0@drone162.ral.icpbounce.com>

Recipient: smith.8398@osu.edu



**From:** "Alyssia Sotelo" <alyssia@xtramanfundraising.org>  
**Sent:** 7/31/2018 1:06 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Hi Coach Smith- It's that Time Again

---

Hi Coach Smith,

I hope your Football program at Ohio State University has a great season this year. I'm sure you are busy with preparations for the new school year so I'll get straight to the point. This past year Football programs like yours raised more money than ever before with our program. In fact, it's the #1 reason many ADs have been recommending us to their coaches. Simply put, teams raised more money because our program is so simple and our cards are so easy to sell.

My name is Alyssia and I have been successfully helping hundreds of programs like yours all across the country. We are Xtraman Fundraising, America's #1 Discount Card provider. For over 10 years we have helped teams like yours with their easiest and most profitable fundraisers ever. Now is the time to get the jump on the 2018-2019 school year and let us help you with your best fundraiser ever!

Here's why it's so easy (and profitable):

- **WE DO THE WORK** – Which means you can focus on coaching while we do the work of preparing your fundraiser.
- **CUSTOM CARD DESIGN** – Imagine having your own custom cards with your colors, your logo, your mascot, etc., giving your program great exposure. We'll design it for you. Your custom card design is included! You can see some examples on our website: [www.xtramanfundraising.com](http://www.xtramanfundraising.com)
- **UP TO 80% PROFIT** – You keep more per card sold because of our generous profit margins.
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Thanks for your time. I look forward to talking with you soon.

Alyssia Sotelo  
OH Team  
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**Sent:** 7/31/2018 1:03 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** The Best 15 Maxims Used To Develop Authentic Players

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Sender: afcainsider@threecyclemedia.com@mail59.atl31.mcdlv.net  
On-Behalf-Of: afcainsider@threecyclemedia.com  
Subject: The Best 15 Maxims Used To Develop Authentic Players  
Message-Id: <bf9dc32598a751a9d602bb1ec.a277743774.20180731170143.4a79e875c9.b2650431@mail59.atl31.mcdlv.net>  
Recipient: smith.8398@osu.edu

**From:** "AFCA Insider" <afcainsider@threecyclemedia.com>  
**Sent:** 7/31/2018 12:02 PM  
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The NCAA has approved a rule change which affects the number of headsets used at the Division I Football Bowl Subdivision (FBS) level.

#### [The Best 15 Maxims Used To Develop Authentic Players](#)

The 15 Maxims that the Hardrockers use to develop players are a collection of best practices that are used as the template for developing student-athletes.

#### [X's & O's: Running Back Slip Screen](#)

The T-back must be patient and use great footwork to "slip" through rushers to the flat, catching the ball nearly on the play-side tackle's original alignment.

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AFCF Power Of Influence Award winner Bob Burt learned coaching and life lessons from legendary mentors, which helped guide him through personal tragedy.

### [2-Minute Drill - Stick Draw RPO](#)

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### [Coaching Football Beyond The X's & O's](#)

Coaching beyond the X's and O's means leading, guiding and mentoring young men both on and off the field. It means continually proving to yourself that you have what it takes to be successful in this profession.

### [Tracking Football Makes Recruitment Easy](#)

Vice President of Tracking Football, Aaron Hunter, explains how easy it is for coaches to use the Tracking Football database which uses the connection between track & field and football to develop powerful algorithms and ranking tools. Learn more at [TrackingFootball.com](#).

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The next version of Premium Stats includes 0-100 grades for teams and players by week, new reports, improved functionality, and preseason stats.



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**Subject:** CSA-PREPSTAR Verified Player Profiles

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On-Behalf-Of: info@csacoaches.email  
Subject: CSA-PREPSTAR Verified Player Profiles  
Message-Id: <201807311543.w6VFhvwG032275@mail.csacoaches.email>  
Recipient: smith.8398@osu.edu

**From:** "Catapult Sports Group" <insights@catapultsports.com>  
**Sent:** 7/31/2018 10:16 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Stay in Touch with Catapult Sports Group

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Message-Id: <88fa2143-6cbc-4b66-b4ac-ab655beba73f@atl1s07mta850.xt.local>  
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**CC:**  
**Subject:** An achievable, analytical way to know Sports Play Readiness and reduce injury

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**Message-Id:** <5\_ECHAAuTWisa68\_\_FonTQ@ismtpd0012p1iad2.sendgrid.net>  
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**Subject:** They Decide with Their Hearts, and Justify with Their Heads

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Sender: dan@sellingforcoaches.ccsend.com

On-Behalf-Of: dan@dantudor.com

Subject: They Decide with Their Hearts, and Justify with Their Heads

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**July 31, 2018**

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**Volume 14, Issue 31**

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Understanding this simple fact will make recruiting a whole lot easier.  
And yet, college coaches make it more complicated:

- The messages coaches sometimes send their teenage recruits goes heavy on the facts and logic, and less on the relational aspect of the decision making process.

- Coaches focus on the process of recruiting, rather than the emotional connections, that a teenager is looking for from a coach.
- The parents are looking for a coach to lead them through the process, and yet most coaches don't make a connection with the parents of their recruits. Not doing so is one of the prime ways families decide who to visit, and who to cross off their list.

Fixing this is simple, and reformulating your core approach before it's time to recruit your next class of prospect. But first, you need to define a few things...

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*by Mike Davenport*

*I would rather try to persuade a man to go along, because once I have persuaded him, he will stick. If I scare him, he will stay just as long as he is scared, and then he is gone.*

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Honestly, barking orders at an athlete and expecting positive action is unrealistic-especially today. And it never really worked.

Instead, once you've grabbed an athlete's attention, you have to spark their interest to get the action you want.

It's a pivotal step. Here's an example...

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Social media investigator.

With the meteoric rise in social media use, across multiple platforms, tracking recruits has become a full time job. Here's how the best coaches are figuring out how to succeed at this

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by Mandy Green, [Busy Coach](#)

As administrators or coaches, the reality is that if you added up the amount of work to do on our to-do list, there would be 100's of hours of work represented there. There are a lot of people to manage, emails to send, teams communicate information to, and paperwork to fill out.

We have a lot of people counting on us to do our job well. It really doesn't matter how many items you checked off your to-do list or how many hours you worked, it only matters the value, the output, the results, and your performance.

Ultimately we have to figure out, how instead of working 50, 60, 70 hour weeks and continually throwing more time at it, how can we be more efficient, get the maximum results we can get but get it in the minimum time so we can get out of there and get home to our families.

I want to show you three small things you can do from by [Time Management Workbook for Busy Coaches](#) that will help you to consistently show up and perform well but also have some sense of control over my day...

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**Subject:** They Decide with Their Hearts, and Justify with Their Heads

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**Subject:** Anxious? Stressed? Eat Some Chocolate and Chill Out!

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Subject: Anxious? Stressed? Eat Some Chocolate and Chill Out!  
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Recipient: smith.8398@osu.edu



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**Sent:** 7/31/2018 9:13 AM

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And now new research is giving you even one more reason to give in to **your favorite chocolate temptation!**

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Sender: tim@focus3.com  
Subject: Diligent prayer + disciplined work  
Message-Id: <1533039612766.0062c2f4-6b31-4390-8da9-35800dc582aa@emailer.focus3.com>  
Recipient: smith.8398@osu.edu

**From:** "A Call To Excellence by Tim Kight" <tim@focus3.com>  
**Sent:** 7/31/2018 8:20 AM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Diligent prayer + disciplined work

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## Diligent prayer + disciplined work

### Proverbs 8.20-21

*"I walk in the way of righteousness, in the paths of justice, granting an inheritance to those who love me, and filling their treasuries."*

This message directly follows from yesterday's message. Lady Wisdom declares that she blesses those who follow her, because she is the way of "righteousness and justice." As we emphasized yesterday, do not relegate this to only the moral category. It refers to everything we do.

"Righteousness" is the Hebrew *tsedek*, which means commitment to God's standards of moral, functional, and relational action.

"Justice" is the Hebrew *mishpat*, which means right thinking and judgment in moral, functional, and relational matters.

It's a very straightforward message: *When you act rightly, think rightly, and judge rightly, you will be successful in life.*

Lady Wisdom makes it clear that this is not a perfunctory acknowledgment of right standards, nor is it a casual application of right thinking and judgment. Success in the world that God has created is the result of the passionate pursuit of right standards and right judgment. Lady Wisdom says: *"If you want to be successful, you must love me."*

You can't dabble. You must do the work.

For years I have heard and observed Christians who think the Christian life is simply a matter of affirming right doctrine and being moral, with almost no concern for high standards of excellence in their day-to-day work. And whenever they wanted to accomplish something of significance, they prayed hard but didn't plan and work hard.

In fact, I have heard many pastors and bible teachers counsel *against* careful planning and hard work, claiming that it demonstrated a lack of faith in God. This kind of pietism is distorting, dangerous, and has done enormous damage to the impact and effectiveness of the Church in society and in the world.

Obviously, I believe deeply -- very, very deeply -- in the primacy and power of prayer, and in the sovereignty of our God. But I fully recognize that prayer is not a substitute for planning and hard work. No place does scripture say: God is sovereign; therefore, you don't have to work hard.

In order to be effective at something in the world that God created, you must apply the three-dimensional attributes of the image of the Creator. It works like this:

- Pray and ask for three-dimensional wisdom. Seek it for the treasure it is.



- Know and obey scripture.
- Set goals, develop plans, and execute.
- Think, make decisions, and solve problems.
- Pray and ask for three-dimensional wisdom. Seek it for the treasure it is.
- Manage your emotions.
- Communicate and collaborate with others.
- Act with character and integrity.
- Listen to people.
- Pray and ask for three-dimensional wisdom. Seek it for the treasure it is.
- Be resilient and persistent and overcome obstacles.
- Learn and grow and develop skill.
- Adjust and adapt to changing circumstances.

I trust you noticed that three times I repeated the need to *"Pray and ask for three-dimensional wisdom. Seek it for the treasure it is."* Saturate the entire process in prayer. However, keep in mind that prayer is not a substitute for careful planning, disciplined execution, and skilfull work.

Diligent prayer + disciplined work is a powerful combo.

It is enormously important to recognize that these attributes come from God, and that he gives them to us so that we can do work, and do it well. Again, this is an essential part of the life for which the Lord created you. If you truly seek to obey God, then do good work.

*"Whoever works his land will have plenty of bread, but he who follows worthless pursuits will have plenty of poverty."* (Proverbs 28.19)

*"Whoever is slack in his work is a brother to him who destroys."* (Proverbs 13.4)

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Tim Kight  
Founder

w [www.ACallToExcellence.com](http://www.ACallToExcellence.com) e [timothy.kight@gmail.com](mailto:timothy.kight@gmail.com)

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**From:** "Coach Emerson" <kemerson@calrecruits.com>

**Sent:** 7/31/2018 7:16 AM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** JucoLink, The only Full Access California Juco Website 700+ Athletes, Highlights, Transcripts, Contact Info

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Sender: kemerson@calrecruits.com

Subject: JucoLink, The only Full Access California Juco Website 700+ Athletes, Highlights, Transcripts, Contact Info

Message-Id: <1fkSdT-0002qW-DA@mx180.sendpulse.me>

Recipient: smith.8398@osu.edu

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**Kevin Emerson, Former Orange Coast College HC.  
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**Sent:** 7/31/2018 12:17 AM  
**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>  
**CC:**  
**Subject:** Coach James Franklin Brings Penn State Out of NCAA Football Hell.

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Sender: dm-noreply@promote.weebly.com  
Subject: Coach James Franklin Brings Penn State Out of NCAA Football Hell.  
Message-Id: <nye7PAfHSQWID2jWbwgXaA@ismtpd0009p1sjc2.sendgrid.net>  
Recipient: smith.8398@osu.edu

**From:** "College Football Today" <dm-noreply@promote.weebly.com>  
**Sent:** 7/30/2018 11:17 PM  
**To:** "smith.8398@" <osu.edu smith.8398@osu.edu>  
**CC:**  
**Subject:** Coach James Franklin Brings Penn State Out of NCAA Football Hell.

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**Sent:** 7/30/2018 4:16 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Items from your NikeElite.com order have shipped

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Sender: noreply@nikeelite.com  
Subject: Items from your NikeElite.com order have shipped  
Message-Id: <01010164ecd54a4b-5ca93a19-1e21-4224-b78b-07ffdb2f37e9-000000@us-west-2.amazonaws.com>  
Recipient: smith.8398@osu.edu

**From:** "Angie Froehlich" <angie@myonlinecamp.com>

**Sent:** 7/30/2018 2:59 PM

**To:** "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** How did camp go?

---

Sender: angie@myonlinecamp.com

Subject: How did camp go?

Message-Id: <949192679.819.1532977157546.JavaMail.webuser@smtp.office365.com>

Recipient: smith.8398@osu.edu



**From:** "Angie Froehlich" <angie@myonlinecamp.com>  
**Sent:** 7/30/2018 1:59 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** How did camp go?

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Hello Zach,

How did your camp(s) go this summer? Are you looking for a better way to do registration? More campers? Awesome service to do all of the online work for you?

We want your next camp season to be your most successful yet!

To help you get there, we offer:

A free camp website along with Online registration

Direct advertising and marketing

[RYZER ALERT CALCULATOR](#) lets you view a calculation of the potential number of athletes interested in camps like yours!

Also please check out some of our featured clients and their camp websites that we built and maintain for them. We offer so many great things with our service and it's all FREE!

<https://www.myonlinecamp.com/featured-camps.cfm>

The same team will be here to support and help you (myself and a tech).

Please let me know if you have any questions. I would love to be able to help you out and make things as easy as possible for you with setting up your camp registration.

Thank you



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**Sent:** 7/30/2018 2:13 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Coach Follow us Back

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Sender: coach@epgridiron.com  
Subject: Coach Follow us Back  
Message-Id: <d6176f7fb9750739378c22e2703d355e@epgridiron.com>  
Recipient: smith.8398@osu.edu

**From:** coach@epgridiron.com  
**Sent:** 7/30/2018 12:13 PM  
**To:** "Smith, Zachary" <smith.8398@osu.edu>  
**CC:**  
**Subject:** Coach Follow us Back

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Coach please Follow us Back on our Twitter Page. Join the many other Collegiate Coaches who are Following us as well.

Here's our Twitter: [https://twitter.com/EP\\_GRIDIRON](https://twitter.com/EP_GRIDIRON)

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EP GRIDIRON - TX Prospects Recruits

**From:** tnorling@jucofootballscouting.com

**Sent:** 7/30/2018 12:07 PM

**To:** "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

**CC:**

**Subject:** 2019 Lackawanna JuCo Prospects: Nine Prospect Profiles (Excel Spread Sheet) 2018 + 2017 + HS Video

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Message-Id: <20180730090652.caea30d41943497cd32c310bab4ba05b.479b0358f4.wbe@email16.godaddy.com>

Recipient: pantoni.1@osu.edu

From: tnorling@jucofootballscouting.com

Sent: 7/30/2018 9:06 AM

To: "Pantoni, Mark" <pantoni.1@osu.edu>, "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

CC:

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Prospect + Position + Eligibility	Home State	Height	Weight	Grad Date	Phone Number	Projected Level	Offers Info	Comments
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(Three-for-Two)	Pennsylvania	6'2"	195 lbs.	Dec-18		Power 5	8 Power Five + 3 Group of Five Offers	Penn State
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(Three-for-Two)	Maryland	6'8"	310 lbs.	Dec-18		Power 5	3 Power Five	



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7	<i>Chibueze Nwanna</i> -Offensive Tackle (Three-for-Two)	Maryland	6'8"	310lbs.	Dec-18	(301)379-0852	Power 5
8	<i>Dillon Harris</i> -Outside Linebacker (Three-for-Two)	Connecticut	6'0"	220lbs.	Dec-18	(860)895-2855	Group of 5
9	<i>Kelvin Watts</i> -Offensive Guard (Three-for-Two)	Maryland	6'3"	311lbs.	Dec-18	(757)769-4975	Group of 5
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13	<i>Harrison Dreher</i> -Slot Receiver (Robert Morris Bounceback) (Two-for-Two)	Pennsylvania	5'9"	188lbs.	Dec-18	(484)832-1535	Inc.
14	Updated: 7/25/18						



	H	I
1		
2	Offers Info	Committed To
3		
4	8 Power Five + 3 Group of Five Offers	Penn State
5	14 Power Five + 2 Group of Five Offers	
6	7 Power Five + 3 Group of Five Offers	
7	3 Power Five + 5 Group of Five Offers	
8	2 Group of Five Offers	UConn
9	1 Group of Five + 1 FCS Offers	
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11	1 Group of Five Offer	
12	0 Offers	
13	0 Offers	
14		

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Message-Id: <20180730090652.caea30d41943497cd32c310bab4ba05b.479b0358f4.wbe@email16.godaddy.com>

Recipient: studrawa.1@osu.edu

From: tnorling@jucofootballscouting.com

Sent: 7/30/2018 9:06 AM

To: "Pantoni, Mark" <pantoni.1@osu.edu>, "Pantoni, Mark" <pantoni.1@osu.edu>, "Johnson, Larry A." <johnson.6432@osu.edu>, "Schiano, Gregory E." <schiano.4@osu.edu>, "Studrawa, Gregory J." <studrawa.1@osu.edu>, "Smith, Zachary" <smith.8398@osu.edu>

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7	<i>Chibueze Nwanna</i> -Offensive Tackle (Three-for-Two)	Maryland	6'8"	310lbs.	Dec-18	(301)379-0852	Power 5
8	<i>Dillon Harris</i> -Outside Linebacker (Three-for-Two)	Connecticut	6'0"	220lbs.	Dec-18	(860)895-2855	Group of 5
9	<i>Kelvin Watts</i> -Offensive Guard (Three-for-Two)	Maryland	6'3"	311lbs.	Dec-18	(757)769-4975	Group of 5
10	<b>2019 Incoming Prospects</b>						
11	<i>Shedrick McCall</i> -Running Back (Norfolk State Bounceback) (Three-for-Two)	Virginia	6'1"	226lbs.	Dec-18	(804)305-3016	Inc.
12	<i>Collin Smith</i> -Quarterback (WVU Bounceback) (Three-for-Three)	Pennsylvania	6'0"	210lbs.	Dec-18	(740)877-5747	Inc.
13	<i>Harrison Dreher</i> -Slot Receiver (Robert Morris Bounceback) (Two-for-Two)	Pennsylvania	5'9"	188lbs.	Dec-18	(484)832-1535	Inc.
14	Updated: 7/25/18						

	H	I
1		
2	Offers Info	Committed To
3		
4	8 Power Five + 3 Group of Five Offers	Penn State
5	14 Power Five + 2 Group of Five Offers	
6	7 Power Five + 3 Group of Five Offers	
7	3 Power Five + 5 Group of Five Offers	
8	2 Group of Five Offers	UConn
9	1 Group of Five + 1 FCS Offers	
10		
11	1 Group of Five Offer	
12	0 Offers	
13	0 Offers	
14		

**From:** "Mullins, Krissy" <mullins.180@osu.edu>  
**Sent:** 8/2/2018 10:50 AM  
**To:** "Stamper, Ryan M." <stamper.70@osu.edu>  
**CC:**  
**Subject:** FW: phone records

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Ryan,

Thanks for speaking with me this morning when I instructed you not to delete any texts or emails from your phone that have anything to do with Zach Smith or Courtney Smith. This would include texts or emails to/from Zach or Courtney as well as texts or emails with other people that relate to Zach or Courtney. As we discussed verbally, we request that you not destroy or dispose of any information that might at all relate to any of these issues. That includes not deleting records and not deleting anything on your social media accounts. It's in both your interest and the University's that we maintain the integrity of any relevant records, including the social media content. Any attempt to alter or delete anything would, in itself, violate university policy. Please preserve all documents, emails, voicemails, social media messages, images, and videos in their entirety until further notice. I will follow-up with you to ask that you formally certify compliance with this request.

Second, we want to remind you that retaliation is strictly prohibited by both the law and university policy. Retaliation includes anything that involves taking action against an employee in order to "get back at them" for reporting or voicing their concerns about any of these issues. Please do not take any steps that any of your colleagues or associates might construe as retaliatory.

And, while you may absolutely seek advice of your own personal legal counsel, we request that you otherwise keep this investigation confidential. You may also bring a support person to any future meetings or interviews regarding these issues.

Finally, we do understand that investigations of this kind can be very difficult. I want to let you know that you can come to me at any time with any questions about the process and that as this moves along we will of course be giving you an opportunity to provide us with information. I also want to remind you that at all times you also have access to our Employee Assistance Program (EAP). I encourage you to call and make use of this confidential resource as you think appropriate.

Thank you,

**KRISSY MULLINS** UPHOLD PROMISE

Associate AD/HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675

F 614.292.0199

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.



**From:**  
**Sent:** 8/1/2018 7:27 AM  
**To:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**CC:**  
**Subject:** RE: [cfaa-elite-clips] Gators had history with men in May incident

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**From:** Smith, Eugene  
**Sent:** Wednesday, August 1, 2018 8:20 AM  
**To:** Stamper, Ryan M. <[stamper.70@osu.edu](mailto:stamper.70@osu.edu)>; Pantoni, Mark <[pantoni.1@osu.edu](mailto:pantoni.1@osu.edu)>  
**Subject:** FW: [cfaa-elite-clips] Gators had history with men in May incident

**From:** CFAA-Elite-Clips [<mailto:cfaa-elite-clips@googlegroups.com>]  
**Sent:** Wednesday, August 01, 2018 6:22 AM  
**To:** CFAA-Elite-Clips <[cfaa-elite-clips@googlegroups.com](mailto:cfaa-elite-clips@googlegroups.com)>  
**Subject:** [cfaa-elite-clips] Gators had history with men in May incident

Gators had history with men in May incident

Edgar Thompson  
Orlando Sentinel  
1 August 2018

GAINESVILLE — A late May confrontation between UF football players and a group of local men had brewed for months, according to a report from the Gainesville Police Department.

The report shows several Gator football players and local residents their age had engaged in conflicts dating to February. One of them turned violent at a local mall.

On Monday night, First Coast News in Jacksonville was the first to report GPD's involvement in the matter.

Tensions escalated during a May 28 confrontation on campus when two Gators brandished Airsoft guns resembling assault-style rifles. According to a campus police report, a baseball bat, frying pan and rocks also were brought to a fight that left six UF players facing a review by the student conduct board.

The group of players includes senior tight end C'yontai Lewis, who at one time was friends with the leader of the other group, Devante Zachery, a 21-year-old Gainesville resident known as "Tay Bang."

Zachery filed a report last week with the Gainesville Police Department that gave further details on the fractious relationship with the Gators.

In the report, Zachery told GPD he had a good relationship with Lewis and linebacker Vosean Joseph and would give UF players discounts at Enterprise Rent-A-Car, where Zachery worked. If true, this could violate NCAA rules.

UF officials said they are aware of the conflict.

"We understand GPD has followed up last week's UPD report with a background report that has Devante Zachery [aka



Tay Bangs] as its primary source," UF spokesman Steve McClain said. "We are not aware if there will be any additional information provided by GPD on this matter. Anytime we get information involving our student athletes, we look into it."

The relationship between Lewis and Zachery seemingly turned sour when the Gators began to lose during last year's 4-7 season. Zachery reportedly bet on the team's games and complained to Lewis and other UF players when the Gators lost.

After multiple confrontations between the groups in February and again in May, Zachery told police wide receiver Tyrie Cleveland was knocked out July 4 by one of Zachery's friends at a Gainesville night club, according to the report.

Zachery told GPD he was not present and would not tell police who hit Cleveland. According to the report, Zachery also told police he feared for his safety and had received threatening calls and texts. He also said women who knew players had tried to lure him to their location.

Zachery said he wanted to meet and end the tensions with UF's players, but told police Lewis said the incident with Cleveland had ended any chance for resolution.

Ten Gators were questioned and nine were involved during the May 28 incident. Six players were referred to UF's Student Conduct and Conflict Resolution department.

According to the report, Zachary insisted to police UF receiver Kadarius Toney, one of the players scheduled to face the conduct board, had an actual assault-style rifle on May 28.

Based on another GPD report, dated July 22, Toney was pulled over for a seat belt violation and found to have a black rifle in his back seat. Toney was with safety Brian Edwards and initially tried to elude police before stopping. Each player was questioned and handcuffed, but were released because neither have a criminal history.

--

You received this message because you are subscribed to the Google Groups "CFAA-Elite-Clips" group. To unsubscribe from this group and stop receiving emails from it, send an email to [cfaa-elite-clips+unsubscribe@googlegroups.com](mailto:cfaa-elite-clips+unsubscribe@googlegroups.com).

For more options, visit <https://groups.google.com/d/optout>.

**From:** "Heaton, Kim"  
**Sent:** 8/6/2018 9:17 AM  
**To:** "Davidson, John" <davidson.92@osu.edu>  
**CC:**  
**Subject:** RE: agenda

---

Hi John,

Its attached. Please let me know if I can help with anything else.

Kim

-----Original Message-----

**From:** Davidson, John  
**Sent:** Monday, August 06, 2018 9:53 AM  
**To:** Heaton, Kim <heaton.19@osu.edu>  
**Subject:** agenda

Hi Kim — Do you have a copy of the agenda from Gene's meeting with coaches last Weds. that you could send me? I think I put mine on a pile of shredding inadvertently, and it went away over the weekend. Thanks,

John

John E. Davidson, FAR  
Professor, Germanic L&L and Film Studies

## **REMINDERS**

### **A Higher Purpose - Values**

- Integrity
- Education
- People
- Excellence
- Respect
- Innovation
- Community
- Tradition

### **See Something, Hear Something, Suspect Something, Say Something**

Investigation – Refer to website or Chris Davey - Diana

Create an environment in your organization where staff, SA's & others are comfortable bringing things forward to you or someone in the organization

Open communication is critical to creating that culture and it is a basic necessity to be successful – Having formal platforms help support informal communication throughout an organization

### **Head Coach Control Meetings – Required – Compliance driven**

Organizational Management Meetings – Asst's, support staff ( SASSO, AT, ST Coaches, DO, Nutrionists, etc) Review each SA's circumstance, etc

### **Big Ten Standards – Undue Influence – impermissible communication**

- Trainers, Doctors – return to play, medical care
- Admissions- Financial Aid –Registrar
- Student Conduct – Title IX, COAM

### **Management Responsibilities**

- Budget – communication with Budget office
- Purchasing Violations – follow procedures
- Personnel – clarity of roles and duties – assistants and support staff – set expectations – without clarity assumptions are made – large complex Org

- Respect Diversity
- Mental Health Awareness issues – Jen, Jamey, Steve
- Policy on relationships with SA's
- Romantic and/or sexual relationships between individuals in a supervisory, teaching, evaluation, advising, coaching, or counseling relationship constitute a conflict of interest. The individual in the position of higher institutional authority has the responsibility to eliminate the conflict of interest. The conflict of interest must be eliminated in a way which minimizes potential for harming the individual with lower institutional authority
- Parent Management Plan
- Team Rules / SA expectations – Clarity - No confusion
- Academic majors – SA's have choice
- Remind SA's of academic expectations – 3.0 is standard
- Career Focus – LaToya
- Residence Hall behavior – Apartment leases and care
- Car Registrations
- SASSO Responsibilities – Missed Tutors
- Hazing – Be sure you pay attention- How things happen
- Equipment Management – Nike – Your EQ manager – No SA should be without
- Development Initiatives for your sport – DO Assignments in late August

### **New Initiatives**

- Schott and Shumaker Move Ins
- Staff Development Program – Krissy & Jerry
- Integration of Student Athlete Development Programs – Cary & Maddie

### **Athletic District Planning**

**From:** "Heaton, Kimberly"  
**Sent:** 11/1/2015 10:11 AM  
**To:** "Smith, Zachary" <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**CC:**  
**Subject:** employee assistance program

---

Hi Zach,

Gene and I wanted to pass along information about the university's employee assistance program. This is a free benefit which offers counseling and other resources and tools for employees who may be going through a difficult time. Here is a link to more information:

<https://www.osuhealthplan.com/members/ohio-state-employee-assistance-program-eap/>

I strongly encourage you reach out to them this week. If you have any questions or if I can help in any way please let me know.

Thanks,  
Kim

**KIM HEATON**

HR Director | Ohio State Athletics  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210  
T 614.247.7025  
F 614.292.0199  
[heaton.19@osu.edu](mailto:heaton.19@osu.edu)  
[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** "Heaton, Kimberly"  
**Sent:** 11/1/2015 2:44 PM  
**To:** "Voltolini, Brian" <[voltolini.5@osu.edu](mailto:voltolini.5@osu.edu)>  
**CC:**  
**Subject:** Re: Zach Smith

---

Hi Volt,

I gave him the info for the employee assistance program. If he does meet with a counselor it is all confidential, they will not be able to share with me whether or not he attends. Zack will have to share that with you.

Let me know if you have any questions or need any more info.

Kim

Sent from my iPhone

On Nov 1, 2015, at 11:24 AM, Voltolini, Brian <[voltolini.5@osu.edu](mailto:voltolini.5@osu.edu)> wrote:

Kim

Coach talked to this morning about a plan with Zach.. He wanted me to be the person that follows up with Zach and you to make sure this happens and that Zach does indeed go..

Can you give me whatever information you can on this?

Can I be involved?

Thanks

Brian

**From:** "Heaton, Kim"  
**Sent:** 7/24/2018 4:00 PM  
**To:** "Voltolini, Brian" <voltolini.5@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>  
**CC:**  
**Subject:** RE: Meeting

---

Yeah, we can do 2:30, I'll send an invite

**From:** Voltolini, Brian  
**Sent:** Tuesday, July 24, 2018 4:58 PM  
**To:** Heaton, Kim <heaton.19@osu.edu>; Mullins, Krissy <mullins.180@osu.edu>; Sabau, Diana <sabau.2@osu.edu>  
**Subject:** RE: Meeting

Yeah,, his he available tomorrow by chance? I think Coach wants to get this done ASAP so we can move forward..

**From:** Heaton, Kim  
**Sent:** Tuesday, July 24, 2018 4:55 PM  
**To:** Voltolini, Brian <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>; Sabau, Diana <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>  
**Subject:** RE: Meeting

Hi Brian,

Is Friday at 10:30am soon enough? We are all available then. Let me know if you want me to squeeze something in sooner.

Thanks!  
Kim

**From:** Voltolini, Brian  
**Sent:** Tuesday, July 24, 2018 4:49 PM  
**To:** Mullins, Krissy <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>; Heaton, Kim <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>  
**Subject:** Meeting

Gene wanted me to set up a meeting to go over the new responsibilities for football with Zach no longer here..  
When can we meet to discuss?

Krissy, can you send me Corey and Hartline's posted job descriptions please

Thanks

**From:** "Smith, Eugene"

**Sent:** 7/24/2018 4:01 PM

**To:** "Voltolini, Brian" <voltolini.5@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>

**CC:**

**Subject:** Football Responsibilities Review

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	A	B	C	D	E	F	G	H
1	Full Name	Gender Desc	Job Cd	Job Cd Desc	Working Title	YOS Adj OSU Dt	Annual Pay Rate	
2	Bugno,Thomas Raymond	Male	0013	Account Clerk 3	Accounting Assistant	32	\$52,769.60	
3	Nichols,Rachel L	Female	0030	Accountant	Accountant	0	\$50,500.08	
4	Clark,Karen Renee	Female	0031	Accountant 1	Accountant 1	1	\$38,001.60	
5	Studrawa,Gregory John	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	20	\$500,000.04	
6	Schiano,Gregory E	Male	0567	Assistant Coach-Major Sports	Assistant Coach - Football	2	\$825,000.00	Range:
7	Day,Ryan Patrick	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	1	\$810,000.00	Median:
8	Wilson,Kevin R.	Male	0567	Assistant Coach-Major Sports	Assistant Coach - Football	1	\$800,000.04	Average:
9	Grinch,Alexander Gregory	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	0	\$800,000.04	
10	Johnson,Larry A.	Male	0567	Assistant Coach-Major Sports	Assistant Coach - Football	4	\$750,000.00	
11	Alford,Anthony J	Male	0567	Assistant Coach-Major Sports	Asst. Coach - Football	3	\$525,000.00	
12	Davis,William S.	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	1	\$500,000.04	
13	Pedon,Ryan Thomas	Male	0567	Assistant Coach-Major Sports	Assistant Coach M-Basketball	0	\$395,000.04	
14	Johnson,Taver Renard	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	5	\$345,000.00	
15	Smith,Zachary	Male	0567	Assistant Coach-Major Sports	Assistant Coach- Football	6	\$340,000.08	
16	Schrage,Michael Patrick	Male	0567	Assistant Coach-Major Sports	Assistant Coach M-Basketball	0	\$325,000.08	
17	Johnson Jr.,Terry L	Male	0567	Assistant Coach-Major Sports	Assistant Coach M-Basketball	0	\$300,000.00	
18	Klein,Patrick William	Male	0567	Assistant Coach-Major Sports	Assoc. Head Coach-W Basketball	10	\$183,750.00	
19	Banks,Carrie L	Female	0567	Assistant Coach-Major Sports	Assistant Coach- W Basketball	1	\$139,650.12	
20	Miller,Steven	Male	0570	Assistant Coach	Assoc. Head Coach - MIH	0	\$155,000.04	Range:
21	Jaggers,Jeffrey S	Male	0570	Assistant Coach	Assoc. Head Coach - Wrestling	7	\$116,600.04	Median:
22	Bittner,Justine Matthew	Male	0570	Assistant Coach	Asst. Coach Men's Ice Hockey	9	\$107,000.04	Average:
23	Ross,John Bradley	Male	0570	Assistant Coach	Assoc. Head Coach - MLAX	3	\$97,929.36	
24	Diagnev,Tervel	Male	0570	Assistant Coach	Asst. Coach - Wrestling	1	\$95,000.04	
25	Bowe,Matthew Leslie	Male	0570	Assistant Coach	Associate Head Coach - Swim	0	\$90,000.00	
26	Halverson-Maloney,Susan Mary	Female	0570	Assistant Coach	Assoc. Head Coach, WVB	2	\$85,000.08	
27	Robinson,Khadevis K	Male	0570	Assistant Coach	Asst. Coach Men's Trk. & Fld	1	\$85,000.08	
28	Elander,Jan Peter	Male	0570	Assistant Coach	Asst Head Coach W-Ice Hockey	0	\$85,000.08	
29	Kronauge,Justin Thomas	Male	0570	Assistant Coach	Assoc. Head Coach - M. TEN	7	\$80,708.04	
30	Tenenbaum,Robert	Male	0570	Assistant Coach	Assoc. Head Coach - Rowing	8	\$80,000.04	
31	Wolfrum,Jordan Celeste	Female	0570	Assistant Coach	Associate Head Coach - W Swim	4	\$80,000.04	
32	Joseph,Rosalind Teri	Female	0570	Assistant Coach	Asst. Coach Women's Trk & Fld.	9	\$79,589.64	
33	Stafford,Michael Dale	Male	0570	Assistant Coach	Associate Head Coach, Baseball	7	\$79,416.12	
34	Cohen,Adam Vinson	Male	0570	Assistant Coach	Assoc. Head Coach - W Tennis	3	\$75,184.20	
35	Byers,Jillian A	Female	0570	Assistant Coach	Assoc. Head Coach, WLAX	3	\$75,000.00	
36	Spurlock,Benjamin Michael	Male	0570	Assistant Coach	Asst. Coach W-Volleyball	0	\$75,000.00	

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37	Embaugh,Timothy Alan	Male	0570	Assistant Coach	Asst Coach Men's Volleyball	24	\$70,898.16	Average:
38	Monahan,Randy Scott	Male	0570	Assistant Coach	Asst. Coach Women's Gymnastics	3	\$70,000.08	
39	Tansel,Bryon Donald	Male	0570	Assistant Coach	Assistant Coach - Swim	0	\$70,000.08	
40	Crane,Travis C	Male	0570	Assistant Coach	Assistant Coach-Men's Lacrosse	0	\$70,000.08	
41	Hall,Jenna Leigh	Female	0570	Assistant Coach	Assistant Softball Coach	5	\$69,635.64	
42	Needham,Michael J.	Male	0570	Assistant Coach	Asst Coach Women's Soccer	1	\$69,020.04	
43	Holick,Chris H	Male	0570	Assistant Coach	Assistant Coach-Baseball	7	\$67,335.12	
44	McDonald,Sharonda	Female	0570	Assistant Coach	Asst. Coach--Softball	0	\$65,000.04	
45	Brown,Joel	Male	0570	Assistant Coach	Asst. Coach Dual Trk. & Fld	3	\$63,049.80	
46	Muffet,Ashley Marie	Female	0570	Assistant Coach	Asst. Coach Dual Trk. & Fld	3	\$63,049.80	
47	Mason Vergote,Sara Lynn	Female	0570	Assistant Coach	Asst. Coach M&W T&F/XC	4	\$63,000.00	
48	Pardi Perera,Homero Antonio	Male	0570	Assistant Coach	Assistant Coach-Field Hockey	3	\$62,711.28	
49	Burch,Kevin John	Male	0570	Assistant Coach	Assistant Coach- M Volleyball	2	\$61,214.64	
50	Jankowski,Brian Joseph	Male	0570	Assistant Coach	Asst. Coach W-Soccer	1	\$60,900.00	
51	Goodale,Anna	Female	0570	Assistant Coach	Assistant Coach - Rowing	2	\$60,637.68	
52	Hulme,Michael Aaron	Male	0570	Assistant Coach	Assistant Coach-M Swim	1	\$60,000.00	
53	Wasson,Lucas	Male	0570	Assistant Coach	Asst. Coach Women's Gymnastics	0	\$60,000.00	
54	Sweeney,Kathleen Rita	Female	0570	Assistant Coach	Assistant Coach - Rowing	1	\$57,750.12	
55	Hendrick,Molly	Female	0570	Assistant Coach	Asst. Coach-Women's Lacrosse	0	\$55,000.08	
56	Suarez-Ayme,Casimiro S	Male	0570	Assistant Coach	Asst. Coach-Men's Gymnastics	6	\$54,972.84	
57	Hyatt,Suzanna Paige	Female	0570	Assistant Coach	Asst. Coach-Synchro Swim	5	\$54,454.80	
58	Smith,Bradley McMahan	Male	0570	Assistant Coach	Assistant Coach-Men's Golf	2	\$53,214.36	
59	Caruso,Emily	Female	0570	Assistant Coach	Assistant Coach - Rifle	0	\$52,000.08	
60	Lipton,Kate	Female	0570	Assistant Coach	Assistant Coach Field Hockey	2	\$51,200.76	
61	Gauthier,Robert R	Male	0570	Assistant Coach	Asst. Coach-Men's Gymnastics	6	\$51,072.12	
62	Olson,Stacy J.	Female	0570	Assistant Coach	Asst. Coach--Women's Golf	1	\$50,469.96	
63	McMillen,Milica	Female	0570	Assistant Coach	Asst. Coach W-Ice Hockey	0	\$50,000.04	
64	Lutz Jr.,Stephen Anthony	Male	0570	Assistant Coach	Assistant Coach - Pistol	0	\$48,000.00	
65	St. John,Siobhan	Female	0570	Assistant Coach	Assistant Coach - Cheerleading	3	\$47,447.28	
66	Smerdin,Aleksandr	Male	0570	Assistant Coach	Assistant Coach Fencing	13	\$67,632.84	
67	Zennaro,Matteo	Male	0570	Assistant Coach	Assistant Coach - Fencing	0	\$60,000.00	
68	McGhee,Melissa J	Female	0570	Assistant Coach	Dance Team Coach	6	\$15,000.00	
69	Sharp,Raymond Salu	Male	0570	Assistant Coach	Assistant Coach-Cheerleading	4	\$13,500.00	
70	Chokreff,Kaitlin Cecilia	Female	0678	Asst Dir-Athletic Marketing	Asst Dir-Fan Experience &Promo	3	\$49,612.56	
71	Rowley,Ethan R	Male	0678	Asst Dir-Athletic Marketing	Asst Dir-Fan Experience &Promo	2	\$49,491.00	
72	Fagan,Carey Ellen	Female	0690	Assistant Director-Athletics	Asst.AD, Sport & SA Well-Being	15	\$111,180.00	Range:

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70	\$49,551.78
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72	\$47,500.02- \$111,180.00

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73	Grimshaw,Carly J	Female	0690	Assistant Director-Athletics	Assoc. AD-Compliance	8	\$110,000.04	Median:
74	Kume,Justin Paul	Male	0690	Assistant Director-Athletics	Assoc. AD-Compliance Football	0	\$110,000.04	Average:
75	Bartlebaugh,Matthew David	Male	0690	Assistant Director-Athletics	Asst Athletic Dir - Compliance	5	\$95,000.04	
76	Perkins,Christopher Sean	Male	0690	Assistant Director-Athletics	Asst. Dir - Indoor Facilities	20	\$95,000.04	
77	Daluisio,Danielle E	Female	0690	Assistant Director-Athletics	Asst Athletic Dir - Compliance	5	\$92,000.04	
78	Smith,Michael David	Male	0690	Assistant Director-Athletics	Asst. Dir - Outdoor Facilities	20	\$90,000.00	
79	LaPalombara,Paia	Female	0690	Assistant Director-Athletics	Asst Athletic Dir - Compliance	4	\$90,000.00	
80	Jones,Tyler R	Male	0690	Assistant Director-Athletics	Asst.AD, Fan Engagement	5	\$76,875.00	
81	Birkemeier,Jordan M	Male	0690	Assistant Director-Athletics	Asst AD,Buckeye Club & AnnlGiv	13	\$76,125.00	
82	Hoon,Ericka L	Female	0690	Assistant Director-Athletics	Asst. AD, Event Management	10	\$75,315.72	
83	Kindig,Patrick R	Male	0690	Assistant Director-Athletics	Asst. AD-Digital Media Assets	15	\$72,471.12	
84	Waite,Ben J	Male	0730	Asst Director of Development	Director, Buckeye Club	7	\$60,900.00	Range:
85	McIntyre,Madeline JoAnn	Female	0730	Asst Director of Development	Asst Director, Development	1	\$48,189.48	Median:
86	Wojciechowski,Mackenzie Jo	Female	0730	Asst Director of Development	Asst. Director, Development	3	\$47,950.92	Average:
87	Link,Julian A	Male	0854	Asst Food Manager-Golf Course	Kitchen Manager	11	\$37,336.00	Average:
88	Ankrum,Derek Franklin	Male	0854	Asst Food Manager-Golf Course	Asst Food Manager-Golf Course	1	\$36,067.20	
89	Robinson,William G.	Male	0857	Assistant Golf Professional	Assistant Golf Professional	2	\$48,428.64	Average:
90	Burgert,Brendan Alexander	Male	0857	Assistant Golf Professional	Assistant Golf Professional	8	\$24,793.60	
91	Habart,Anthony David	Male	0874	Assistant Manager-Ice Rink	Assistant Manager-Ice Rink	16	\$40,601.60	Average:
92	Van Fleet,Kyle Osborn	Male	0874	Assistant Manager-Ice Rink	Assistant Manager-Ice Rink	3	\$38,563.20	
93	Ralston,Erin Scheper	Female	1187	Assistant Trainer	Assistant Athletic Trainer	5	\$53,317.92	Range:
94	Good,Jason W	Male	1187	Assistant Trainer	Assistant Athletic Trainer	7	\$53,111.64	Median:
95	Everson,Sonsecharae Jamila	Female	1187	Assistant Trainer	Assistant Athletic Trainer	5	\$53,056.56	Average:
96	Brayfield,Patrick Alan	Male	1187	Assistant Trainer	Assistant Athletic Trainer	4	\$53,007.48	
97	Rule,Jason Michael	Male	1187	Assistant Trainer	Assistant Athletic Trainer	4	\$52,529.88	
98	Dawson,Paul	Male	1187	Assistant Trainer	Assistant Athletic Trainer	3	\$50,996.28	
99	Campbell,Solomon Josiah	Male	1187	Assistant Trainer	Assistant Athletic Trainer	0	\$50,000.04	
100	Jones,Sean Alexander	Male	1187	Assistant Trainer	Assistant Athletic Trainer	1	\$49,440.00	
101	Matusz,Philip D.	Male	2100	Associate Director	Assoc Dir-Football Strgth&Cond	4	\$111,300.00	Range:
102	Carabajal,Matthew R	Male	2100	Associate Director	Sr Dir, Ticket Ops & Service	8	\$82,000.08	Median:
103	Emig,Gerald Vincent	Male	2100	Associate Director	Assoc Dir-Athletics Commun.	10	\$81,094.92	Average:
104	Snoke,Kyle Cameron	Male	2100	Associate Director	Associate Director, Compliance	4	\$60,900.00	
105	Fields,Briana L	Female	2100	Associate Director	Associate Director, Compliance	1	\$60,900.00	
106	Miller,Andrea N.	Female	2100	Associate Director	Associate Director, Compliance	2	\$60,000.00	
107	Basford,Michael	Male	2100	Associate Director	Assoc. Dir - Communications	9	\$57,000.00	
108	Null,James R	Male	2228	Associate Director-Athletics	Associate AD, CIO	17	\$144,200.04	Range:

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73	\$90,000.00
74	\$91,163.92
75	
76	
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83	
84	\$47,950.92- \$ 60,900
85	\$48,189.48
86	\$52,346.80
87	\$36,701.60
88	
89	\$36,611.12
90	
91	\$39,582.40
92	
93	\$49,440- \$53,317.92
94	\$52,529.88
95	\$51,932.48
96	
97	
98	
99	
100	
101	\$57,000- \$111,300
102	\$60,900
103	\$73,313.57
104	
105	
106	
107	
108	\$110,000.04- \$144,200.04



	A	B	C	D	E	F	G	H
109	Patko,Donald Anthony	Male	2228	Associate Director-Athletics	Assoc AD-Facilities Operations	25	\$138,783.24	Median:
110	Archie,Douglas Ian	Male	2228	Associate Director-Athletics	Sr Assoc AD - Compliance	11	\$137,491.32	Average:
111	Calland,Douglas Charles	Male	2228	Associate Director-Athletics	Assoc AD, Sport Performance	22	\$131,949.96	
112	Hoobler,Dennis Scott	Male	2228	Associate Director-Athletics	Associate AD - Development	36	\$124,541.64	
113	Wallenberg,Daniel J.	Male	2228	Associate Director-Athletics	Assoc. AD-Athletics Commun.	19	\$116,725.08	
114	Richard,Shaun	Male	2228	Associate Director-Athletics	Assoc. AD-Sport Administration	4	\$115,000.08	
115	Shelton,Thornton E.	Male	2228	Associate Director-Athletics	Assoc. AD-Sport Administration	10	\$111,972.00	
116	Sefner,Heather M	Female	2228	Associate Director-Athletics	Associate Director-Athletics	12	\$111,502.68	
117	Scarbrough,Brett P.	Male	2228	Associate Director-Athletics	Assoc AD-Ticketing&PremSeating	19	\$110,000.04	
118	Petit,Gary M	Male	2306	Associate Editor	Asst. Dir. of Athletics Comm	3	\$49,947.00	Range:
119	Kuhlman,Kyle Jon	Male	2306	Associate Editor	Asst. Dir. of Athletics Comm	4	\$48,966.24	Median:
120	Morando,Alex James	Male	2306	Associate Editor	Asst. Dir. of Athletics Comm.	7	\$48,898.20	Average:
121	Rybak,Brett R	Male	2306	Associate Editor	Asst. Dir. of Athletics Comm.	8	\$48,425.64	
122	Johnson,Candace	Female	2306	Associate Editor	Asst. Dir. of Athletics Comm.	0	\$47,500.08	
123	Palazeti,Nicholas Hover	Male	2411	Athletic Conditioning Spec	Asst Dir-Ftball Strength&Cond	1	\$81,620.04	Range:
124	Barham V,Samuel Dewey	Male	2411	Athletic Conditioning Spec	Athletic Conditioning Spec.	2	\$77,846.40	Median:
125	Britton,Andres E	Male	2411	Athletic Conditioning Spec	Athletic Conditioning Spec	12	\$59,303.76	Average:
126	Hansen,Dean Thomas	Male	2411	Athletic Conditioning Spec	Athletic Conditioning Spec	5	\$55,737.60	
127	Dally-Badgeley,Kimberly Anne	Female	2411	Athletic Conditioning Spec	Athletic Conditioning Spec	25	\$52,624.44	
128	Seitz,Brian Matthew	Male	2411	Athletic Conditioning Spec	Athletic Conditioning Spec	2	\$51,511.32	
129	Wood,James M	Male	2414	Athletic Compliance Officer	Asst Dir Compliance Enfr&Montr	1	\$48,720.00	Range:
130	Light,Kacey A	Female	2414	Athletic Compliance Officer	Asst. Director, Compliance	0	\$48,000.00	Median:
131	Kaplan,Nichole	Female	2414	Athletic Compliance Officer	Asst. Director, Compliance	0	\$48,000.00	Average:
132	Novak,Jennifer L	Female	2415	Athletic Trainer	Athletic Trainer	8	\$67,105.08	Range:
133	Turner III,Wilbert H	Male	2415	Athletic Trainer	Athletic Trainer	5	\$66,714.72	Median:
134	Deits,Jeffrey S	Male	2415	Athletic Trainer	Athletic Trainer	6	\$62,500.08	Average:
135	Walker,Kaitlin Elizabeth	Female	2415	Athletic Trainer	Athletic Trainer	6	\$62,000.04	
136	Deam,Tyler Allen	Male	2415	Athletic Trainer	Athletic Trainer	3	\$60,291.12	
137	Caldwell,Mike Patrick	Male	2420	Athletic Equipment Assistant	Athletic Equipment Assistant	21	\$50,460.80	Range:
138	Adams,Timothy James	Male	2420	Athletic Equipment Assistant	Athletic Equipment Assistant	19	\$49,920.00	Median:
139	Ries,Kevin A	Male	2420	Athletic Equipment Assistant	Athletic Equipment Assistant	8	\$48,942.40	Average:
140	Buchanan,Eric Michael	Male	2420	Athletic Equipment Assistant	Athletic Equipment Assistant	21	\$48,609.60	
141	Jeans Jr.,James E	Male	2420	Athletic Equipment Assistant	Athletic Equipment Assistant	12	\$47,008.00	
142	Dunn,John C	Male	2420	Athletic Equipment Assistant	Athletic Equipment Assistant	8	\$46,696.00	
143	Nerl,Kevin Thomas	Male	2420	Athletic Equipment Assistant	Athletic Equipment Assistant	1	\$35,006.40	
144	Dean,Kathleen M	Female	2423	Athletic Sales Associate	Senior Account Executive	8	\$26,998.40	Range:

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109	\$120,633.36
110	\$124,216.61
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118	\$47,500.08- \$49,947
119	\$48,898.20
120	\$48,747.43
121	
122	
123	
123	\$51,511.32- \$81,620.04
124	\$57,520.68
125	\$63,107.26
126	
127	
128	
129	\$48,000- \$48,720
130	\$48,000
131	\$48,240.00
132	\$60, 291.12- \$67,105.08
133	\$62,500.08
134	\$63,722.21
135	
136	
137	\$35,006.40- \$50,460.80
138	\$48,609.60
139	\$46,663.31
140	
141	
142	
143	
144	\$22,838.40- \$26,998.40



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145	Heilman,Zachary T	Male	2423	Athletic Sales Associate	Senior Account Executive	4	\$24,544.00	Median:
146	Blevins,Lauren Elizabeth	Female	2423	Athletic Sales Associate	Senior Account Executive	4	\$24,544.00	Average:
147	Goswick,Daniel James	Male	2423	Athletic Sales Associate	Account Executive	1	\$22,838.40	
148	Boppel,Andrew Michael	Male	2423	Athletic Sales Associate	Account Executive	1	\$22,838.40	
149	Johnson,Jacob Richard	Male	2424	Athletic Sales Assistant	Athletic Sales Assistant	2	\$20,800.00	
150	Blount,Brian Christopher	Male	2425	Athletic Grounds Specialist	Athletic Grounds Specialist	20	\$60,777.60	Range:
151	Packer,Brent William	Male	2425	Athletic Grounds Specialist	Athletic Grounds Specialist	17	\$52,520.00	Median:
152	Lawrence,Adrian	Male	2425	Athletic Grounds Specialist	Golf Course Irrigation Spec	0	\$36,920.00	Average:
153	Noga,Kirkland D	Male	2425	Athletic Grounds Specialist	Golf Course Grounds Specialist	11	\$34,715.20	
154	Lorenz,Charles T	Male	2425	Athletic Grounds Specialist	Golf Course Grounds Specialist	11	\$32,427.20	
155	Gimbel,Brian Patrick	Male	2426	Athletic Grounds Superintendt	Athletic Grounds Superintendt	22	\$69,576.00	Average:
156	Knaup,John Douglas	Male	2426	Athletic Grounds Superintendt	Golf Course Horticulturalist	11	\$57,553.60	
157	Gorham,Kevin Wayne	Male	2427	Athletic Ticketing Director	Director of Ticket Accounting	21	\$76,375.56	Range:
158	Nushart,Katherine A.	Female	2427	Athletic Ticketing Director	Dir, Ticket Ops & Analytics	10	\$75,000.00	Median:
159	Precht,Sarah L	Female	2427	Athletic Ticketing Director	Director, Customer Retention	15	\$62,294.04	Average:
160	Windle,Lauren Birnie	Female	2427	Athletic Ticketing Director	Director, Premium Seating	8	\$60,409.56	
161	Hoffman,Bradley Joseph	Male	2427	Athletic Ticketing Director	Director, Ticketing Services	3	\$55,000.08	
162	Rost,Jason Allan	Male	2427	Athletic Ticketing Director	Director, Ticket Sales	6	\$48,190.44	
163	Myers,William Steven	Male	2472	Automotive Mechanic 2	Asst.Golf Course Equip Sup	10	\$39,000.00	
164	Wolf,Neal Nicholas	Male	2473	Automotive Mechanic 3	Automotive Mechanic 3	19	\$49,108.80	
165	Sefchick,Randy Martin	Male	2662	Building Maintenance Supt 1	Building Maintenance Supt 1	36	\$65,353.60	Range:
166	Horn,Robert Eugene	Male	2662	Building Maintenance Supt 1	Building Maintenance Sup 1	6	\$54,267.20	Median:
167	Mouzon,Marty R	Male	2662	Building Maintenance Supt 1	Concrete Restoration Specialis	13	\$51,688.00	Average:
168	Robertson,Michael L.	Male	2662	Building Maintenance Supt 1	Building Maintenance Sup 1	1	\$48,568.00	
169	Speer,Ryan Christopher	Male	2662	Building Maintenance Supt 1	Building Maintenance Sup 1	9	\$45,760.00	
170	Stephens,Wayne Robert	Male	2663	Building Maintenance Supt 2	Building Maintenance Supt 2	22	\$57,761.60	
171	Hanely,Jason D	Male	2685	Business Manager 1	Business Manager 1	10	\$62,500.08	
172	Brown,Craig Lawrence	Male	3456	Computer Animator	Scoreboard Operations Manager	19	\$62,040.84	
173	Romanoff,Lawrence Michael	Male	3514	Coord-Campus Events&Activities	Asst. Director of Event Mgmt.	41	\$68,451.36	Range:
174	Wilkinson,Anne Hilaire	Female	3514	Coord-Campus Events&Activities	Asst.Dir-Camps	21	\$55,825.08	Median:
175	Bernard,Cassandra Lynn	Female	3514	Coord-Campus Events&Activities	Asst.Dir(FacSched&SpecEvents)	5	\$50,472.00	Average:
176	Derr,Evan Richard	Male	3514	Coord-Campus Events&Activities	Assoc. Director - Event Mgmt.	5	\$50,343.00	
177	Goetz,Katherine Jane	Female	3514	Coord-Campus Events&Activities	Assistant Director - Events	2	\$48,191.64	
178	Lynch,Makena Rae	Female	3514	Coord-Campus Events&Activities	Asst.Dir-Camp Customer Service	2	\$48,189.96	
179	Graham,Lauren Danielle	Female	3514	Coord-Campus Events&Activities	Associate Director - Events	4	\$51,750.12	
180	Gray,Clay Walker	Male	3551	Cook 1	Cook 1	1	\$18,470.40	

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145	\$24,544
146	\$24,352.64
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148	
149	
150	\$34,427.20- \$60,777.60
151	\$36,920.00
152	\$43,472.00
153	
154	
155	\$63,564.80
156	
157	\$48,190.44- \$76,375.56
158	\$61,351.80
159	\$62,878.28
160	
161	
162	
163	
164	
165	\$47,760- \$65,353.60
166	\$51,688.00
167	\$53,127.36
168	
169	
170	
171	
172	
173	\$18,470.40- \$68,451.36
174	\$48,190.80
175	\$53,317.59
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	A	B	C	D	E	F	G	H
181	Black,Joseph James	Male	3552	Cook 2	Cook 2	2	\$29,702.40	
182	Olms,Peter Joel	Male	3574	Coordinator-Building Services	Coordinator-Building Services	19	\$55,078.40	Range:
183	Warren,Shelaine Larson	Female	3574	Coordinator-Building Services	Coordinator-Building Services	10	\$45,468.80	Median:
184	McCuiston,Dustin Thomas	Male	3574	Coordinator-Building Services	Coordinator-Building Services	6	\$41,121.60	Average:
185	Guthrie,Ryan S	Male	3574	Coordinator-Building Services	Building Services Supervisor	9	\$36,441.60	
186	Gilson,Kevin James	Male	3614	Coordinator-Special Events	Asst. Bldg. Coord. - Arena	15	\$47,507.20	Range:
187	Morris,William Donald	Male	3614	Coordinator-Special Events	Asst. Building Coordinator	15	\$46,592.00	Median:
188	Browning,Jason R	Male	3614	Coordinator-Special Events	Asst. Bldg. Coord-Ohio Stadium	4	\$41,204.80	Average:
189	Auch,Stephen Jeffrey	Male	3678	Curator	Curator	13	\$48,614.16	
190	Smith,Eugene Dubois	Male	3929	Director-Athletics	Sr. VP & Athletics Director	13	\$1,000,591.08	
191	Dennis,Cristine Robarge	Female	4004	Director Of Donor Relations	Dir. of Development Operations	11	\$91,267.80	
192	Voltolini,Brian	Male	4011	Director-Football Operations	Director-Football Operations	6	\$226,272.96	Range:
193	Pantoni,Mark	Male	4011	Director-Football Operations	Director, Player Personnel	6	\$187,250.04	Median:
194	Hinton,Timmy Scott	Male	4011	Director-Football Operations	Exec Dir for FB Relations/Spec	6	\$159,135.00	Average:
195	Marotti,Michael Anthony	Male	4034	Director-00	Asst. AD - Football Sport Perf	6	\$562,440.00	Range:
196	Stamper,Ryan Michael	Male	4034	Director-00	Director, Player Development	5	\$165,000.00	Median:
197	Egelhoff,David P	Male	4034	Director-00	Dir., Basketball Operations	1	\$130,000.08	Average:
198	Lucas,Marc Anthony	Male	4034	Director-00	General Manager-Golf Course	11	\$121,606.56	
199	Glass,Lee Anthony	Male	4034	Director-00	Dir, Strength & Conditioning	17	\$111,486.36	
200	Netti,Michael Stephen	Male	4034	Director-00	Special Asst to MBB Head Coach	0	\$100,000.08	
201	Heaton,Kimberly	Female	4034	Director-00	ExecDirAthAdmin&Chief of Staff	14	\$99,347.52	
202	Tucker,Tony Ramon	Male	4034	Director-00	Director Football SA WellBeing	0	\$92,700.00	
203	Howe,Emily Beth	Female	4034	Director-00	Dir., Basketball Operations	9	\$84,434.52	
204	Swartz,Zachary J	Male	4034	Director-00	Dir, Creative Media&Post Prod	2	\$81,000.00	
205	Hoeflich,Russell William	Male	4034	Director-00	Creative Dir, Video Services	14	\$75,659.88	
206	Bakalik,David A	Male	4034	Director-00	Creative Dir/Exec Producer	4	\$73,563.72	
207	Singleton,Jason Jamal	Male	4034	Director-00	Dir, SA Development	5	\$70,963.44	
208	Haney,Ericka	Female	4034	Director-00	Special Asst to WBB Head Coach	0	\$70,000.08	
209	Davis,Jerome P	Male	4034	Director-00	Director - Sports Camps	18	\$66,892.68	
210	Clark,Caleb Luke	Male	4034	Director-00	Dir, Fan Experience&Promotion	3	\$61,601.64	
211	Parker,Leann Behrens	Female	4204	Director-Sports Information	Dir - Athletics Communications	17	\$79,932.00	
212	Nicholson,Michael William	Male	4309	Electronic Technician 3	Electronic Technician 3	21	\$50,876.80	Range:
213	Lewis,Tim A	Male	4309	Electronic Technician 3	Electronic Technician 3	10	\$44,449.60	Median:
214	Chapman,Benjamin Morgan	Male	4309	Electronic Technician 3	Electronic Technician 3	3	\$41,600.00	Average:
215	Turner,Amy Michele	Female	4414	Executive Assistant	Executive Assistant	27	\$80,760.00	Average:
216	Scarbrough,Jennifer Shade	Female	4414	Executive Assistant	Office Manager	26	\$46,751.76	

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181	
182	\$36,441.60- \$55,078.40
183	\$43,295.20
184	\$44,527.60
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186	\$41,204.80- \$47,507.20
187	\$46,592.00
188	\$45,101.33
189	
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192	\$159,135- \$226,272.96
193	\$187,250.04
194	\$190,886.00
195	\$61,601.64- \$562,440
196	\$87,851.16
197	\$122,918.54
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212	\$41,600- \$50,876.80
213	\$44,449.60
214	\$45,642.13
215	\$63,755.88
216	

	A	B	C	D	E	F	G	H
217	Billr,Christopher	Male	4515	Facilities Engineer	Facilities Engineer	6	\$74,429.76	
218	Odierno, Frank Robert	Male	4647	Fiscal Associate	Fiscal Associate	1	\$44,761.60	Average:
219	Olinger, Andrew Donald	Male	4647	Fiscal Associate	Fiscal Associate	1	\$42,744.00	
220	Sow, Ndiouga Juga	Male	4648	Fiscal Officer	Fiscal Officer - Asset Mgmt.	18	\$53,004.00	
221	Schmitt, Alicia Marie	Female	4648	Fiscal Officer	Fiscal Officer	8	\$53,004.00	
222	McLafferty, Scott A	Male	4740	Food Manager-Golf Course	Clubhouse Manager	16	\$50,648.16	
223	Stropes, Diana Lynn	Female	4762	Food Service Supervisor 2	Food Service Supervisor 2	28	\$31,574.40	Average:
224	Klunk, Tim D	Male	4762	Food Service Supervisor 2	Food Service Supervisor 2	4	\$30,201.60	
225	Swartz, Brad T	Male	4865	Golf Course Supervisor	Equipment SUPV-OSU Golf Course	11	\$46,592.00	
226	Kelly, Brian James	Male	4866	Golf Professional	Head Golf Professional	10	\$70,573.08	
227	Selby, Jacob A	Male	4868	Golf Course Worker 2	Golf Course Operations Asst.	5	\$30,680.00	Range
228	Steggemann, Thomas William	Male	4868	Golf Course Worker 2	Golf Course Worker 2	0	\$30,680.00	Median:
229	Powell, Thomas Arthur	Male	4868	Golf Course Worker 2	Golf Course Operations Asst.	34	\$28,371.20	Average:
230	Gerhart, Matthew	Male	4868	Golf Course Worker 2	Golf Course Worker 2	3	\$27,040.00	
231	Watson, Steven Matthieu	Male	4868	Golf Course Worker 2	Golf Course Worker 2	0	\$27,040.00	
232	Flinders, Calvin	Male	4868	Golf Course Worker 2	Golf Course Worker 2	2	\$25,459.20	
233	Liston, Michael James	Male	4868	Golf Course Worker 2	Golf Course Worker 2	2	\$24,960.00	
234	McKee, Kyle Patrick	Male	4910	Graphic Designer	Graphic Designer	10	\$47,985.60	Range
235	Cassidy, Adam K	Male	4910	Graphic Designer	Interactive Designer, Graphics	2	\$45,552.00	Median:
236	Bower, Michael Kevin	Male	4910	Graphic Designer	Graphic Designer	3	\$40,705.60	Average:
237	Gemma, Joseph Daniel	Male	4910	Graphic Designer	Graphic Designer	1	\$12,480.00	
238	Meyer, Urban F	Male	4927	Head Coach-Major Sports	Football Head Coach	6	\$840,000.00	Range
239	McGuff, Kevin P	Male	4927	Head Coach-Major Sports	Head Coach- Women's Basketball	5	\$551,690.04	Median:
240	Holtmann, Christopher A	Male	4927	Head Coach-Major Sports	Head Coach-Men's Basketball	0	\$550,000.08	Average:
241	Rohlik, Steve E	Male	4928	Head Coach	Head Coach-Men's Ice Hockey	7	\$350,000.04	Range
242	Beals, Gregory D	Male	4928	Head Coach	Head Coach-Baseball	7	\$326,112.36	Median:
243	Myers, Nicholas Gregory	Male	4928	Head Coach	Head Coach - Men's Lacrosse	12	\$300,000.00	Average:
244	Ryan, Thomas Shaun	Male	4928	Head Coach	Head Coach-Wrestling	12	\$297,648.00	
245	Tucker, Ty G	Male	4928	Head Coach	Dir. TEN; Head Coach - M. TEN	20	\$266,250.00	
246	Teitelbaum, Andrew L	Male	4928	Head Coach	Head Coach-Rowing	22	\$244,093.80	
247	Carlston, Geoffrey	Male	4928	Head Coach	Head Coach - Women's Volleyball	10	\$224,782.68	
248	Hanson, Peter Lawrence	Male	4928	Head Coach	Head Coach-Men's Volleyball	33	\$200,000.04	
249	Hession, Therese Ann	Female	4928	Head Coach	Head Coach-Women's Golf	26	\$180,000.00	
250	Bluem, John R.	Male	4928	Head Coach	Head Coach - Men's Soccer	20	\$177,625.08	
251	Dennis, Karen L	Female	4928	Head Coach	Head Coach - Dual Track & Fld	15	\$170,000.04	
252	Walker, Lori Ayn	Female	4928	Head Coach	Head Coach-Women's Soccer	21	\$167,475.00	

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217	
218	\$43,752.80
219	
220	
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222	
223	\$30,888.00
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227	\$24,960- \$30,680
228	\$27,040.00
229	\$27,747.20
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234	\$24,960- \$47,985.60
235	\$43,128.80
236	\$36,680.80
237	
238	\$550,00.08- \$840,000
239	\$551,690.04
240	\$647,230.04
241	\$49,415.76- \$350,000.04
242	\$155,000.04
243	\$169,036.26
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269	\$96,900- \$130,000.08
270	\$102,000.00
271	\$109,633.40
272	\$54,758.82
273	
274	
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277	\$12,001.60- \$47,475.96
278	\$24,003.20
279	\$24,929.79
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299	Range:								
300	Median:								
301	Lachey,Robert Kenneth	Male	5695	Manager-Athletic Equipment	Manager-Athletic Equipment	22	\$79,803.72	Average:	
302	Pipia,Joseph A	Male	5695	Manager-Athletic Equipment	Boatman - Rigger	13	\$74,041.80		
303	Altizer,Charles	Male	5701	Mgr-Broadcasting Engineering	Broadcast Video Engineer	4	\$63,360.36		
304	Ewers,Thomas Harold	Male	5742	Manager-Ice Rink	Manager-Ice Rink	23	\$63,351.24		
305	Haynes II,Phillip Allen	Male	5781	Manager-Ticketing Services	Ticketing Service Manager	2	\$50,004.00	Range:	
306	Yackee,Philip John	Male	5781	Manager-Ticketing Services	Ticketing Service Manager	2	\$50,001.00	Median:	
307	D'Agostino,Joseph	Male	5781	Manager-Ticketing Services	Manager Special Evnt Ticketing	0	\$49,500.00	Average:	
308	Stanek,Joseph Henry	Male	5852	Manager-Video Services	Manager, Football Video	2	\$68,900.04		
309	Campbell,Adam T	Male	5878	Medical Claims Specialist	Insurance Coordinator	2	\$39,249.60		
310	Mullinix,Elizabeth Ann	Female	6116	Office Admin Associate	Admin. Assistant to the CFO	31	\$65,000.00		Average:
311	Dingess,Amy Bettina	Female	6116	Office Admin Associate	Office Admin Associate	22	\$57,096.00		
312	Newby,Connie Leah	Female	6120	Office Associate	Marketing Office Associate	22	\$56,201.60		Range:
313	Jackson,Shelly J.	Female	6120	Office Associate	Office Associate-M Ice Hockey	20	\$55,120.00		Median:
314	Biddle,Katherine Faith	Female	6120	Office Associate	Office Associate - Sports	11	\$47,424.00	Average:	
315	Frey,Melissa R	Female	6120	Office Associate	Office Associate - Sports	5	\$47,070.40		
316	Kirchner,Jennifer Ann	Female	6120	Office Associate	Office Assoc, Communications	17	\$44,096.00		
317	MacInnes,Jennifer	Female	6120	Office Associate	Office Associate - Sports	6	\$42,889.60		
318	Barends,Frederik S	Male	6120	Office Associate	Office Associate - Sports	6	\$41,213.04		
319	Edsinger,Lori A	Female	6120	Office Associate	Office Associate	22	\$38,235.60		
320	LaVrar,Jessica A	Female	6120	Office Associate	Admin Associate - Ticketing	3	\$37,440.00		
321	Guzdanski,Reid Gladieux	Male	6120	Office Associate	Office Associate-W Basketball	0	\$37,440.00		
322	Toy,Lily	Female	6144	Office Production Assistant	Ticket Account Specialist	23	\$45,822.40		
323	Ross,Nora K	Female	6147	Office Staff Coordinator	Facilities Office Manager	27	\$63,169.60		Average:

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298	\$10,400- \$30,014.40
299	\$20,800
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305	\$49,500- \$50,004
306	\$50,001.00
307	\$49,835.00
308	
309	
310	\$61,048.00
311	
312	\$37,440- \$56,201.60
313	\$43,492.80
314	\$44,713.02
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323	\$60,153.60

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324	Davis,Lisa Renee	Female	6147	Office Staff Coordinator	Office Staff Coordinator	26	\$57,137.60	
325	Gammon,Clinnard Fisgerald	Male	6486	Plumber 2	Plumber 2	38	\$66,393.60	
326	Kelleher,Stacy Lee	Female	6608	Production Manager	BTN Production Manager	4	\$51,500.04	
327	Nicol,Amy M	Female	6775	Program Coord-Special Events	Director, Internal Operations	5	\$81,558.12	
328	Reid,Madison Nicole	Female	6790	Program Assistant	Men's LAX - Event Coordinator	3	\$38,480.00	Range:
329	Cacchio,Deborah V	Female	6790	Program Assistant	Program Assistant - MBB	35	\$16,357.12	Median:
330	Bowers,Theresa Margaret	Female	6790	Program Assistant	Program Assistant	46	\$14,157.00	Average:
331	Penn,James Donell	Male	6800	Program Coordinator	Director, Player Development	0	\$70,000.08	Range:
332	Mergner,James G	Male	6800	Program Coordinator	Coord-Athletics Welcome Center	24	\$59,927.52	Median:
333	Silverman,Samuel Taylor	Male	6800	Program Coordinator	Assistant Creative Media	5	\$56,160.12	Average:
334	Stufflebeam,Kenton J	Male	6800	Program Coordinator	Assistant Creative Media	2	\$54,600.12	
335	Mack-Robinson,Andre	Male	6800	Program Coordinator	Assistant Creative Media	0	\$54,600.12	
336	Greiner,Katherine Plageman	Female	6800	Program Coordinator	Coord-Football Administration	2	\$51,504.12	
337	Magers,Victoria Katelyn	Female	6800	Program Coordinator	Coord-Football Administration	1	\$51,500.04	
338	Hartley,Barbara Carole	Female	6800	Program Coordinator	Museum Operations Assistant	13	\$49,999.80	
339	Terwilliger,William E	Male	6800	Program Coordinator	Program Coordinator	4	\$48,901.80	
340	Brown,Jacob Michael	Male	6800	Program Coordinator	Program Coordinator	1	\$48,900.36	
341	Santeramo,Michael Christopher	Male	6800	Program Coordinator	Program Coordinator	1	\$48,900.36	
342	Tempel,Quinn Andrew	Male	6820	Program Manager	Asst Dir, Ftball Operations	3	\$71,415.72	Range:
343	Quisenberry,Mark W	Male	6820	Program Manager	Football Video Coordinator	15	\$62,221.68	Median:
344	Durrah,Sydney A	Female	6820	Program Manager	Basketball Video Manager	0	\$50,000.04	Average:
345	Davis,Kyle Matthew	Male	6820	Program Manager	Basketball Video Manager	2	\$48,720.00	
346	Rutherford,Madison Paige	Female	7306	Sales Assistant	ProShop/Membership Coordinator	1	\$30,284.80	
347	Doersam,Lisa Joan	Female	7465	Senior Accountant	Senior Accountant	30	\$71,400.12	
348	Soboslai,Jan Elizabeth	Female	7465	Senior Accountant	Senior Accountant	23	\$71,400.12	
349	Oman,Janine Leigh	Female	7467	Senior Assoc Dir-Athletics	Exec Assoc. AD/SWA	21	\$240,000.00	Range:
350	Sabau,Diana L H	Female	7467	Senior Assoc Dir-Athletics	ExecAssCAD,Sprt Admin&StrtComm	25	\$205,008.00	Median:
351	Odoguardi,Joseph J.	Male	7467	Senior Assoc Dir-Athletics	Sr. Assoc AD, Finance/CFO	19	\$200,776.92	Average:
352	Penner,Michael	Male	7467	Senior Assoc Dir-Athletics	Sr. Assoc AD, Intrnl Ops	18	\$200,000.04	
353	Devito,Andrew Joseph	Male	7508	Senior Graphic Designer	Director, Creative Services	10	\$61,879.44	
354	Walden,Michael James	Male	7565	Senior Systems Manager-Not Sap	IT Director	30	\$116,264.28	
355	Bunting,Judy Lynn	Female	7670	Special Asst To Dir-Athletics	Spec Asst-Buckeye Club & Donor	30	\$61,652.04	
356	Wick,Sarah Tilton	Female	7724	Sports Nutritionist	Sports Nutritionist	14	\$73,382.40	
357	Bergey,Mark H	Male	7727	Sports Program Associate	Director of Operations - MLAX	8	\$68,250.12	
358	Thurin,Matthew D	Male	7727	Sports Program Associate	Football QC - Defense	3	\$65,000.04	

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328	\$14,157- \$38,480
329	\$16,357.12
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331	\$48,900.36- \$70,000.08
332	\$51,504.12
333	\$54,090.40
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342	\$48,720- \$71,415.72
343	\$56,110.86
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349	\$200,000.04- \$240,000
350	\$202,892.46
351	\$211,446.24
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358	\$8,632- \$68,250.12
	\$48,189.00

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359	Dennis,Corey Michael	Male	7727	Sports Program Associate	Football QC - Offense	2	\$65,000.04	Average:
360	Hartline,Brian J	Male	7727	Sports Program Associate	Football QC - Offense	1	\$65,000.04	
361	Fraser,Robert John	Male	7727	Sports Program Associate	Football QC - Defense	1	\$65,000.04	
362	Fleming,Thomas Parker	Male	7727	Sports Program Associate	Football QC - Kicking	0	\$65,000.04	
363	Lebel,Layne P	Male	7727	Sports Program Associate	Director of Operations - MIH	6	\$62,675.04	
364	Insana,Caitlin Marie	Female	7727	Sports Program Associate	Director of Operations - WVB	1	\$51,250.08	
365	Perez,Justin	Male	7727	Sports Program Associate	Sports Program Associate	0	\$48,925.08	
366	Timbs,Nickolai C	Male	7727	Sports Program Associate	Director of Operations - MWR	5	\$48,189.00	
367	Smith,Megan Grace	Female	7727	Sports Program Associate	Director of Operations - SB	4	\$48,189.00	
368	Moling,Andrew Jacob	Male	7727	Sports Program Associate	Director of Operations - MGYM	1	\$48,189.00	
369	Smith,Carolyn M	Female	7727	Sports Program Associate	Director of Operations	5	\$48,189.00	
370	Graves,Nicolas Thad	Male	7727	Sports Program Associate	Director of Operations - T&F	2	\$47,500.08	
371	Everhart,Blair Stewart	Male	7727	Sports Program Associate	Director of Operations	5	\$47,476.80	
372	Johnston,Duncan Alexander	Male	7727	Sports Program Associate	Director of Operations - WSOC	2	\$47,476.80	
373	Dunaway,Kyle G	Male	7727	Sports Program Associate	Director of Operations - Swim	0	\$47,476.10	
374	Sullivan,Barbara	Female	7727	Sports Program Associate	Director of Operations - W LAX	0	\$47,476.08	
375	Singleton,Taran	Male	7727	Sports Program Associate	Director of Operations - WIH	0	\$47,476.08	
376	Lush,Mitchell Thomas	Male	7727	Sports Program Associate	Director of Operations MVB/FH	0	\$47,476.08	
377	Bentley,V'Angelo Demerius	Male	7727	Sports Program Associate	Sports Program Associate	0	\$20,800.00	
378	Barnum,Micheal Wade	Male	7727	Sports Program Associate	Director of Operations	6	\$12,000.00	
379	deFries,Hiram A.	Male	7727	Sports Program Associate	Spec. Asst. to Head Coach	6	\$8,632.00	
380	Wright,Chad J	Male	7781	Staff Pharmacist	Staff Pharmacist	17	\$32,006.00	
381	Holbrook,Kristin Marie	Female	7790	Staff Physical Therapist	Athl Reconditioning Specialist	8	\$85,484.28	
382	Bowsher,Dennis Lyle	Male	8098	Superintendent-Golf Courses	Superintendent-Golf Courses	11	\$107,993.28	
383	Trubisky,Daniel Laird	Male	8109	Superintendent-Grounds Maint	Asst. Supt. - OSU Golf Course	18	\$60,435.72	Average:
384	Demianenko,John M	Male	8109	Superintendent-Grounds Maint	Asst. Supt. - OSU Golf Course	11	\$55,968.48	
385	Mason,Heather	Female	8113	Supervisor-Athletic Condition	Sr Director Sports Performance	0	\$195,000.00	Range:
386	Banks,Quadrian Karam	Male	8113	Supervisor-Athletic Condition	Ath Conditioning Associate	0	\$190,000.08	Median:
387	Uhlenhake,Jeffrey A	Male	8113	Supervisor-Athletic Condition	Football Strength Coord.	11	\$107,322.48	Average:
388	Richardson,David A	Male	8113	Supervisor-Athletic Condition	Ath Conditioning Associate	12	\$94,875.84	
389	Quebedeaux,Clare	Female	8113	Supervisor-Athletic Condition	Dir. Strgth&Cond Olympic Spts	0	\$80,000.04	
390	Rodgers III,Earl C	Male	8187	Systems Analyst	Systems Analyst	10	\$77,779.44	Range:
391	Risch,Jennifer May	Female	8187	Systems Analyst	Security Specialist	5	\$50,000.04	Median:
392	Paxson,Johnathan James	Male	8187	Systems Analyst	Help Desk Coordinator	3	\$49,378.80	Average:
393	Rea,Matthew Timothy	Male	8189	Systems Developer/Engineer	Systems Developer	18	\$98,075.64	Average:
394	Weininger,Joseph Aaron	Male	8189	Systems Developer/Engineer	Software Engineer	1	\$65,975.04	

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383	\$58,202.10
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385	\$80,000.04- \$195,000
386	\$107,322.48
387	\$133,439.69
388	
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390	\$49,378.80- \$77,779.44
391	\$50,000.04
392	\$59,052.76
393	\$82,025.34
394	



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395	Henley,Troy Grayson	Male	8235	Systems Manager - Not Sap	Asst Dir-Security & Helpdesk	6	\$92,029.08	Range:
396	Molyet,Adam J	Male	8235	Systems Manager - Not Sap	Sr. Manager AV Technologies	12	\$80,000.04	Median:
397	Yeagley,Jonathan D	Male	8235	Systems Manager - Not Sap	Director of Support Operations	9	\$54,706.56	Average:
398	Sheldon II,Gary L	Male	8235	Systems Manager - Not Sap	Help Desk Manager	19	\$52,284.00	
399	Milan,Robert Matthew	Male	8650	Video Producer/Director	Asst. Manager - Video Services	10	\$52,433.88	Average:
400	Fox,Francis Matt	Male	8650	Video Producer/Director	Asst. Manager - Video Services	5	\$51,512.16	
401	Samuels,Joshua Paul	Male	8674	Web Communications Specialist	Web Communications Specialist	2	\$48,663.36	Average:
402	Lewin,Dana Marlene	Female	8674	Web Communications Specialist	Digital Visual Specialist	2	\$35,360.00	
403	McMickle,Sean Alexander	Male	9201	Sports Nutritionist	Sports Nutritionist	4	\$64,625.76	Average:
404	Jontony,Nicole Marie	Female	9201	Sports Nutritionist	Sports Nutritionist	4	\$60,000.00	

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395	\$52,284- \$92,029.08
396	\$67,353.30
397	\$69,754.92
398	
399	\$51,973.02
400	
401	\$42,011.68
402	
403	\$62,312.88
404	



**From:** "The Columbus Dispatch" <info@dispatchwebgroup.com>

**Sent:** 8/7/2018 6:02 AM

**To:** "Heaton, Kim" <heaton.19@osu.edu>

**CC:**

**Subject:** OSU headlines: Ohio State fans rally for Urban Meyer as Powell police correct the record

---

Buckeye News

[View email with images](#)

Tuesday, August 07, 2018

## TOP STORY

Ohio State fans rally for Urban Meyer as Powell police correct the record

Concerns about two Powell Police Department reports for the same 2015 domestic-violence incident involving a former Ohio State University assistant football coach are the result of an officer mistakenly checking an "arrest" box on a form.

[READ MORE](#)

Woman leading investigation into Ohio State's Urban Meyer is familiar with high-profile cases

She's prosecuted terrorists and mob bosses. She ran the powerful U.S. agency overseeing financial markets. She's a frequent resource for NFL commissioner Roger Goodell. But for central Ohioans, power attorney Mary Jo White's most important role might be her next one: leading the investigation into Ohio State University head football coach Urban Meyer.

[READ MORE](#)

Rob Oller | Ohio State has chance to make good from mess

I spent last week staring into a hole. Just like Ohio State. My chasm came courtesy of a Grand Canyon vacation, eliciting oohs and ahs. The university's void produced something more vociferous - the hue and cry of Buckeye Nation, wailing for and against Urban Meyer and the football program.

[READ MORE](#)

## MORE TOP BUCKEYE NEWS

[Ohio State football | Nick Bosa all about being No. 1: win national championship, be top pick in NFL draft](#)

While the Ohio State football team waits to learn whether coach Urban Meyer will be back by the opener, the true cover boy of the 2018 Buckeyes, Nick Bosa, is toiling with everyone else as camp swings into high gear. [READ MORE](#)

[Ohio State football | Brian Hartline will be paid \\$105,000 to coach receivers this season](#)  
Brian Hartline is contracted to make \$105,000 as interim receivers coach for Ohio State this

season, according to information released by the school to The Dispatch on Monday.

[READ MORE](#)

#### Ohio State men's basketball | Buckeyes win opening game in Spain

Playing on Saturday in a gymnasium that apparently held fewer fans than the student section at Value City Arena, the Ohio State Buckeyes basketball team beat the Madrid Generals, 93-61, behind a game-high 20 points from Kaleb Wesson. [READ MORE](#)

#### Ohio State men's basketball | Buckeyes make cut for 4-star prospects Patrick Williams and Sam Williamson

Ohio State has made the most recent cut for a pair of four-star prospects in the class of 2018. Today, the Buckeyes were included on the most-updated list for Patrick Williams, a four-star small forward from Charlotte, North Carolina when... [READ MORE](#)

### BuckeyeXtra Podcast

Listen in as Dispatch beat writers give you the inside scoop on the Ohio State football team.

[LISTEN NOW](#)

### HOOPS AND SCOOPS

News, notes and off-beat items about the Buckeye men's basketball team.

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### OSU Football

News and notes about the Buckeyes, Big Ten, and college football.

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5300 Crosswind Dr  
Columbus, OH 43228

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**From:** "Oman, Janine" <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Sent:** 8/2/2018 5:44 PM  
**To:** "Heaton, Kim" <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>  
**CC:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** RE: question from the Dispatch

---

Will do!

**From:** Heaton, Kim  
**Sent:** Thursday, August 2, 2018 6:44 PM  
**To:** Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Cc:** Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** Re: question from the Dispatch

Hi Janine, you can forward any media requests to Ben Johnson and/or Chris Davey.

Kim

Sent from my iPhone

On Aug 2, 2018, at 6:34 PM, Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)> wrote:

Kim-  
Who should I forward this request to? I wasn't sure who was coordinating media requests.  
Thanks!  
Janine

**From:** Rabinowitz, Bill [<mailto:brabinow@dispatch.com>]  
**Sent:** Thursday, August 2, 2018 4:24 PM  
**To:** Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Subject:** question from the Dispatch

Hi, Janine. Hope you're well. I know that you're the deputy Title IX coordinator for athletics, and I'm reporting on the Meyer investigation. Can you provide any information about whether coach Meyer notified you or Kellie of possible Title IX issues stemming from the 2015 Zach Smith domestic incident(s) related to his ex-wife?

Thanks.

Bill

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**From:** "Athletic Business" <athleticbusiness@athleticbusiness.com>

**Sent:** 7/23/2018 11:26 AM

**To:** "Heaton, Kim" <heaton.19@osu.edu>

**CC:**

**Subject:** NCAA to Study Gambling | More OSU Abuse Allegations | Boutique Fitness Studios

---

MONDAY, JULY 23, 2018

Brought to you by: **MASTER LOCK**

## NCAA to Study Impact of Sports Gambling

The NCAA has assembled a group of subject-matter experts from its national office in Indianapolis to examine the potential impact of legalized gambling on ...

## Ohio State Assistant Hit with Civil Protection Order

Zach Smith, an assistant football coach with Ohio State, has had a domestic violence civil protection order filed against him. ...

## More than 100 Ex-Students Report Abuse by OSU Doctor

More than 100 former students have provided firsthand accounts of sexual misconduct by the now-dead Ohio State University team physician at the center of an ...

## **PIAA Warns Member Schools About Secession**

The PIAA issued a word of caution to public school administrators who have suggested seceding from the state athletic association. ...

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## **The Key to Comprehensive Facility Management Software? Customer Service (Sponsored)**

A facility's software solution is only as good as the customer service behind it. Here are five takeaways of good customer support within facility management software.

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SEP 15 2016

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## **Are Boutique Studios Right for Young Exercisers?**

Boutique fitness studios are outcompeting large, multipurpose health clubs, thanks largely to their most devoted customers: Millennials, according to a 2017 report ...

## **Opinion: August Prep Football Games a Bad Idea**

Something to consider as you sit in your air-conditioned homes: the majority of high school football teams in Tennessee will play three games in August ...

## **Software Helps Colleges Avoid Recruiting Infractions**

College athletic compliance programs utilize robust software programs to log and monitor recruiting activity. Coaches must log each of their calls, text messages ...

---

### **More NFL Concussion Claims Could Cause Payout to Jump**

Lawyers representing former NFL players estimated Wednesday that payouts from the concussion settlement with the league will top \$1.4 billion, a \$400 million jump ...

### **SEC Coaches Wary of New Transfer Rules**

For all their talk about wanting what is best for players, SEC coaches draw the line at new rules pushing college football closer to free ...

**READ MORE NEWS ...**

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## **THE SHOWCASE FACILITY OF THE WEEK**

FROM THE JUNE ISSUE

### **Kempsville Recreation Center**

The design challenge on this project was to establish a state-of-the-art, multigenerational, community-oriented wellness facility. The new center ...



To [learn more about submitting](#), please contact [Andy Berg](#).

---

## TRENDING AT AB SHOW

Nov. 7-10, 2018 | New Orleans, LA

#ABShowNOLA

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### [Hotel Blocks Are Open!](#)

[Secure your room through our official housing provider, onPeak. Rooms at the group rate we've negotiated are limited and available on a first-come, first-served basis.](#)

### [AB Show: Two Keynotes, One Impactful Event](#)

[Ryan Holiday keynote is sponsored by Eaton's Ephesus Lighting. | Visit us in booth 1531](#)

[Ask any athletics, fitness or recreation professional and they'll tell you that the industry is ever-evolving: new technology, new equipment, new programming options, ...](#)

[Register Now!](#)

---

## FROM THE COMMUNITY

### [Friday's Most Read](#)

[UNC AD: Football Players Were Selling Shoes](#)

[North Carolina self-reported an NCAA violation because it found that football players were selling shoes, athletics director Bubba Cunningham says.](#)



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**From:** "Shelton, TJ" <shelton.143@osu.edu>

**Sent:** 7/23/2018 9:26 AM

**To:** "\_ATH Head Coaches" <ATH-HeadCoaches@osu.edu>, "\_ATH Assistant Coaches" <ATH-AssistantCoaches@osu.edu>, "Vannatta, Julie" <vannatta.3@osu.edu>, "Davidson, John" <davidson.92@osu.edu>, "Archie, Douglas" <archie.10@osu.edu>, "Daluisio, Danielle E." <daluisio.1@osu.edu>, "Hoeflich, Russell" <hoeflich.7@osu.edu>

**CC:**

**Subject:** Coaches Meeting

---

**From:** "The Columbus Dispatch" <info@dispatchwebgroup.com>  
**Sent:** 7/23/2018 5:31 PM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Breaking News: Ohio State fires assistant football coach Zach Smith

Breaking news from the Dispatch

View email with images

BREAKING NEWS

7:31 PM • Monday, July 23, 2018

# Ohio State fires assistant football coach Zach Smith

Ohio State University assistant coach Zach Smith has been fired, according to a university statement. Smith's ex-wife had earlier filed a civil protection order against him.

READ MORE

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**From:** "The Columbus Dispatch - Reader Relations" <service@email-dispatchservice.com>  
**Sent:** 7/24/2018 5:04 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Ohio State Fair sculptor explains why everything is better with butter

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### Ohio State Fair sculptor explains why everything is better with butter

Fun in central Ohio doesn't get much bigger than the Ohio State Fair, which kicks off July 25 with its annual mix of foo...

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### Trump may pull security clearances of his critics

WASHINGTON - President Donald Trump is considering revoking the security clearances of six former top national security ...

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### TV miniseries takes up-close look at Columbus Zoo

"Secrets of the Zoo," a six-hour miniseries premiering Sunday on National Geographic Wild, gives viewers a behind-the-sc...

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### Concert review | Radiohead: Iconic band captivates diverse fans

Among Radiohead fans, a fearsome battle will rage into perpetuity. Which of the mystical and mythical British rock band's...

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### Stormy Daniels' husband files for divorce

KAUFMAN, Texas - The husband of adult film performer Stormy Daniels has filed for divorce in Texas.

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## HOMES

Houzz Quiz: What color should your front door be?

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### Justice Insider: Lyft driver alerts police after overhearing burglary plans

A Lyft driver called police this month after overhearing two of his passengers discussing a burglary. The driver overheard...

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### Editorial: Veterans deserve care every day to save their lives

Memorial Day and the Fourth of July are over; Veterans' Day is more than three months away. Pausing to thank a veteran f...

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### Mid-Ohio Foodbank to close Clarfield Farm

A lease for the farm couldn't be reached with the property's new owner, who complains that the food bank hasn't paid ren...

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### Ohio State football | Zach Smith fired amid allegations of domestic violence

When Urban Meyer became Ohio State's football coach seven years ago, he established some rules that he regarded as "core..."

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### Ohio House expected to pass payday lending bill Tuesday

The Ohio House is set to vote Tuesday on a Senate-passed payday lending bill that would more tightly regulate the indust...

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### Jim Harbaugh's secret for more Big Ten football success: 'Improvement'

CHICAGO - Jim Harbaugh is well aware of his 1-5 record as Michigan coach vs. the Wolverines' top two rivals, Ohio State ...

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## New Holland Police officer fired after filing charges against mayor, former and current chiefs

A sergeant with the New Holland Police Department in Pickaway County who filed criminal charges last week against his vi...

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## DeWine tells Ohio's pharmacy middlemen he's ready to sue them

Ohio Attorney General Mike DeWine is ramping up his investigation into the costly practices of pharmacy middlemen, hirin...

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**Sent:** 7/24/2018 5:47 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** OSU headlines: Zach Smith fired amid allegations of domestic violence

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Buckeye News

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Tuesday, July 24, 2018

## TOP STORY

### Ohio State football | Zach Smith fired amid allegations of domestic violence

When Urban Meyer became Ohio State's football coach seven years ago, he established some rules that he regarded as "core values" for his program. One of them is a zero-tolerance policy regarding violence toward women. On Monday, after OSU receivers coach Zach Smith's ex-wife filed a civil protection order against him and an allegation of previous domestic violence surfaced, OSU fired him.

[READ MORE](#)

## MORE TOP BUCKEYE NEWS

### Rob Oller's commentary | No way Urban Meyer could keep Zach Smith as Ohio State football assistant

Ohio State coach Urban Meyer had no choice. Not if he wanted to follow his own rules. Not if he wanted to avoid appearing soft on domestic violence. So it was goodbye OSU receivers coach Zach Smith. And hello Brian Hartline? We shall see.

[READ MORE](#)

### Jim Harbaugh's secret for more Big Ten football success: 'Improvement'

CHICAGO - Jim Harbaugh is well aware of his 1-5 record as Michigan coach vs. the Wolverines top two rivals, Ohio State (0-3) and Michigan State (1-2), and that his team has not finished higher than third in the Big Ten East in his first three years.

[READ MORE](#)

### Big Ten Football | Jim Delany supports providing injury reports

CHICAGO - Big Ten commissioner Jim Delany would prefer to call it a "player availability" listing rather than an injury report. But he acknowledged that greater transparency about which players might miss college football games in the coming new landscape with legalized sports gambling would be beneficial.

[READ MORE](#)

### Ohio State men's basketball | Two walk-ons no longer with program

Two walk-on members of Ohio State's men's basketball team from last season are not on the roster for the 2018-19 season. A team spokesman confirmed that forward Matt Lehmann and guard Connor Fulton are no longer with the program after being part of Chris Holtmann's first season with the Buckeyes.

[READ MORE](#)

### Ohio State men's basketball | Buckeyes 10th in national Big Ten preseason prediction

The first national predictions for the 2018-19 Big Ten men's basketball season are out, and they don't forecast great things for Chris Holtmann's second season at Ohio State.

[READ MORE](#)

### Penn State lost 10 starters last season, but QB Trace McSorley returns

CHICAGO - Penn State rose from the ashes of the Jerry Sandusky scandal quicker than most expected. The Nittany Lions won the 2016 Big Ten title after shocking Ohio State and finished the 2017 season ranked No. 8 after its Fiesta Bowl over Washington. Perceived by some to be on at least a warm seat entering 2016, coach James Franklin is recruiting at a high level and is expected to contend for the Big Ten title again this year.

[READ MORE](#)

### Nebraska coach Scott Frost seeks return to greatness, eight-team playoff

CHICAGO - Scott Frost is the new head coach at Nebraska, a place where he played quarterback for the legendary Tom Osborne, and he said Monday there's no doubt about his mission. "Nebraska historically belongs in the upper echelon in college football ... and I'm just excited to start the process of getting Nebraska back where it belongs," Frost said during the first day of the Big Ten football kickoff media days.

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## BuckeyeXtra Podcast

Listen in as Dispatch beat writers give you the inside scoop on the Ohio State football team.

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## HOOPS AND SCOOPS

News, notes and off-beat items about the Buckeye men's basketball team.

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## OSU Football

News and notes about the Buckeyes, Big Ten, and college football.

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**From:** "Smith, Eugene" <smith.5407@osu.edu>  
**Sent:** 7/24/2018 10:53 AM  
**To:** "Voltolini, Brian" <voltolini.5@osu.edu>  
**CC:** "Heaton, Kim" <heaton.19@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>  
**Subject:** Re:

---

Actually either works, just before school starting might be better for my messaging...

Sent from my iPad

> On Jul 24, 2018, at 10:16 AM, Smith, Eugene <smith.5407@osu.edu> wrote:

>

> Camp

>

> Sent from my iPad

>

>> On Jul 24, 2018, at 9:15 AM, Voltolini, Brian <voltolini.5@osu.edu> wrote:

>>

>> When school starts or during August Camp?

>>

>> Sent from my iPhone

>>

>>> On Jul 24, 2018, at 10:09 AM, Smith, Eugene <smith.5407@osu.edu> wrote:

>>>

>>> Please work to get me on schedule to address team early in season. Gene

>>>

>>> Sent from my iPhone

**From:** "Voltolini, Brian" <voltolini.5@osu.edu>  
**Sent:** 7/24/2018 10:59 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** RE: RE:

---

August 2nd? 6:30 ish? Or then it will have to be August 10th at 6 pm

-----Original Message-----

**From:** Heaton, Kim  
**Sent:** Tuesday, July 24, 2018 10:52 AM  
**To:** Voltolini, Brian <voltolini.5@osu.edu>  
**Subject:** RE: RE:

He will be in Dayton visiting a donor that day, what else you got?

-----Original Message-----

**From:** Voltolini, Brian  
**Sent:** Tuesday, July 24, 2018 10:49 AM  
**To:** Heaton, Kim <heaton.19@osu.edu>  
**Subject:** Re: RE:

I was thinking Aug 4 around 6 pm.

Sent from my iPhone

> On Jul 24, 2018, at 10:43 AM, Heaton, Kim <heaton.19@osu.edu> wrote:

>

> Hey Volt,

>

> Let me know some options... He is travelling 8/7-8/9, other than that he is in town all month.

>

> Thanks!

> Kim

>

> -----Original Message-----

> **From:** Smith, Eugene

> **Sent:** Tuesday, July 24, 2018 10:10 AM

> **To:** Heaton, Kim <heaton.19@osu.edu>; Voltolini, Brian <voltolini.5@osu.edu>

> **Cc:** Sabau, Diana <sabau.2@osu.edu>

> **Subject:**

>

> Please work to get me on schedule to address team early in season. Gene

>

> Sent from my iPhone

**From:** "Voltolini, Brian" <voltolini.5@osu.edu>  
**Sent:** 7/24/2018 11:00 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:** "Heaton, Kim" <heaton.19@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>  
**Subject:** RE:

---

Ok,, we can do August 20th at 6:15 pm if we want to do the meeting before classes start

Thanks

-----Original Message-----

**From:** Smith, Eugene  
**Sent:** Tuesday, July 24, 2018 10:54 AM  
**To:** Voltolini, Brian <voltolini.5@osu.edu>  
**Cc:** Heaton, Kim <heaton.19@osu.edu>; Sabau, Diana <sabau.2@osu.edu>  
**Subject:** Re:

Actually either works, just before school starting might be better for my messaging...

Sent from my iPad

> On Jul 24, 2018, at 10:16 AM, Smith, Eugene <smith.5407@osu.edu> wrote:

>

> Camp

>

> Sent from my iPad

>

>> On Jul 24, 2018, at 9:15 AM, Voltolini, Brian <voltolini.5@osu.edu> wrote:

>>

>> When school starts or during August Camp?

>>

>> Sent from my iPhone

>>

>>> On Jul 24, 2018, at 10:09 AM, Smith, Eugene <smith.5407@osu.edu> wrote:

>>>

>>> Please work to get me on schedule to address team early in season. Gene

>>>

>>> Sent from my iPhone

**From:** "Voltolini, Brian" <voltolini.5@osu.edu>

**Sent:** 7/24/2018 4:58 PM

**To:** "Heaton, Kim" <heaton.19@osu.edu>, "Mullins, Krissy" <mullins.180@osu.edu>, "Sabau, Diana" <sabau.2@osu.edu>

**CC:**

**Subject:** RE: Meeting

---

Yeah,, his he available tomorrow by chance? I think Coach wants to get this done ASAP so we can move forward..

**From:** Heaton, Kim

**Sent:** Tuesday, July 24, 2018 4:55 PM

**To:** Voltolini, Brian <voltolini.5@osu.edu>; Mullins, Krissy <mullins.180@osu.edu>; Sabau, Diana <sabau.2@osu.edu>

**Subject:** RE: Meeting

Hi Brian,

Is Friday at 10:30am soon enough? We are all available then. Let me know if you want me to squeeze something in sooner.

Thanks!

Kim

**From:** Voltolini, Brian

**Sent:** Tuesday, July 24, 2018 4:49 PM

**To:** Mullins, Krissy <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>; Heaton, Kim <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>

**Subject:** Meeting

Gene wanted me to set up a meeting to go over the new responsibilities for football with Zach no longer here..  
When can we meet to discuss?

Krissy, can you send me Corey and Hartline's posted job descriptions please

Thanks

**From:** "The Columbus Dispatch - Reader Relations" <service@email-dispatchservice.com>  
**Sent:** 7/25/2018 5:04 AM  
**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Public opinion be damned; Trump backers stand by their man

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### Public opinion be damned; Trump backers stand by their man

Tammy Wynette of "Stand By Your Man" fame had nothing on today's Republicans, who are standing by their president regard...

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### Pop star Demi Lovato awake, recovering after reported overdose

NEW YORK - A representative for Demi Lovato says she is awake and recovering with her family after the pop singer was re...

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### Athens County residents declare victory after coal mine plan canceled

Athens County residents who opposed the opening of a new coal mine while they were still trying to clean up years of pol...

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### Minority, Appalachian kids at greater risk of remaining poor for life, report says

Young children of color or who live in rural Appalachia are more at risk of starting behind - and staying behind, well i...

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### Editorial: A year later, Fire Ball tragedy remains unaddressed

If Wednesday's opening of the Ohio State Fair is clouded by last year's catastrophic ride failure that killed a young man...

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## HOMES

### Desire for outdoor amenities grows among homeowners

Home is no longer just about personal retreat and comfort - more and more, we are seeing people place a high value on how well it can serve and entertain family and friends.

According to real estate agents across the mid-Atlantic, outdoor...

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### Ohio State football | Depth should make up for loss of key players

CHICAGO - Ohio State's training camp begins Aug. 3, and though questions abound, so do the lofty expectations that always...

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### Ohio State's actions will determine how it weathers public-relations storm, experts say

It started April 5.

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### Ohio State football | Powell police called to home of wife of fired assistant coach twice in 2015

Powell police went to the home of the wife of former Ohio State assistant football coach Zach Smith twice in a two-week ...

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### Agency that runs State Fair amended contract with ride vendor after Fire Ball failure

The agency that runs the Ohio State Fair amended and extended its contract with its longtime amusement-ride vendor about...

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### Giant Eagle offers Scan Pay & Go 'as-you-shop' option at 3 central Ohio stores

Giant Eagle is joining the wave retailers offering mostly checkout-free shopping. On the heels of Kroger's Scan Bag Go in...

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## Final version of defense bill appears to save central Ohio defense jobs

WASHINGTON - The Senate and House are expected to quickly approve a \$716 billion defense bill that should protect the 8,...

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**Sent:** 7/25/2018 6:04 AM

**To:** "Heaton, Kim" <heaton.19@osu.edu>

**CC:**

**Subject:** OSU headlines: Urban Meyer on firing Zach Smith: I had to make a change

---

Buckeye News

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Wednesday, July 25, 2018

## TOP STORY

### Urban Meyer on firing Zach Smith: 'I had to make a change'

CHICAGO - Urban Meyer fired his longtime receivers coach Zach Smith on Monday, and the Ohio State football coach on Tuesday morning explained his action as something that had to be done for the good of the program.

[READ MORE](#)

## MORE TOP BUCKEYE NEWS

### Ohio State football | Powell police called to home of wife of fired assistant coach twice in 2015

Powell police went to the home of the wife of former Ohio State assistant football coach Zach Smith twice in a two-week span in the fall of 2015 to investigate reports of domestic abuse. Two incident reports provided by the Powell police department on Tuesday detailed a visit to Courtney Smith's home on Oct. 26, 2015, for suspicion of domestic violence and felonious assault. Fourteen days later, police were called to the residence on a complaint of menacing by stalking. In neither case was Zach Smith charged or arrested. He was, however, arrested last week on a misdemeanor charge of criminal trespassing dating from a May incident when Smith was dropping one of the couple's two children at his ex-wife's apartment.

[READ MORE](#)

### Ohio State football | Depth should make up for loss of key players

CHICAGO - Ohio State's training camp begins Aug. 3, and though questions abound, so do the lofty expectations that always accompany the Buckeyes. A lot of familiar faces will be gone, but the roster is deep and gifted.

[READ MORE](#)

### Best Big Ten football division? Depends whom you ask

CHICAGO - As far as the Big Ten divisions are concerned, the accepted notion is that the East is best

and the West is least. Urban Meyer, coach of defending Big Ten champion Ohio State, even reiterated Tuesday what he has thought for a while about the East: "most competitive division I've ever been involved in."

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### Ohio State football: Urban Meyer likes what he sees as Buckeyes prepare for camp

CHICAGO - The Ohio State football team's fall camp begins in 10 days, and Urban Meyer has a pretty good feel for the team he'll have in 2018.

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### Urban Meyer press conference | Big Ten Media Days in Chicago

Ohio State football coach Urban Meyer addresses the media on the final morning of the Big Ten Media Days in Chicago.

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### BuckeyeXtra Basketball podcast: Reacting to the DJ Carton commitment

Ohio State men's basketball best writer Adam Jardy discusses how DJ Carton has committed to The Ohio State University, and provides details of what came out of the commitment. Next we talk about The Basketball Tournament and recap how the...

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News, notes and off-beat items about the Buckeye men's basketball team.

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## OSU Football

News and notes about the Buckeyes, Big Ten, and college football.

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**CC:**  
**Subject:** High-tech brace allows Mechanicsburg teen to use left arm again

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### High-tech brace allows Mechanicsburg teen to use left arm again

Zeke Dees, 18, straps on the black, high-tech device, securing the contraption before he powers it up. A light flashes, ...

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### Balderson, O'Connor show different campaign styles in Ohio's 12th District Congress race

In the lead-up to a special election that will decide who represents Columbus' northern suburbs and the surrounding coun...

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### Small blast set off outside US Embassy in Beijing

BEIJING - A man exploded a small homemade bomb outside the U.S. Embassy in Beijing on Thursday, injuring only himself, a...

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### Concert review | Beach Boys: Harmonies celebrate eternal summer

Mike Love brought his Beach Boys to the Ohio State Fair last night. They may or may not have feasted on corn dogs, turke...

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### Editorial: Congress should act as tariffs threaten US economy

Chickens come home to roost. Farmers know that, but does President Donald Trump? We haven't seen that he fully appreciat...

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## HOMES

**Light up the room: A guide to types of lighting and fixtures**

GateHouse Media may collect a share of sales from links on this page.

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### Theodore Decker: Teaching a teen to drive? Here are some things to know

There is a serious problem with the way that Ohio licenses our youngest drivers.

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### Rob Oller | Good guys are only ones who can end sexual assault

For an hour inside the Westerville Central gymnasium Wednesday night, about 100 teen boys grew up in a hurry.

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### Ohio State football | Receivers have to adjust after Zach Smith's dismissal

Ohio State coach Urban Meyer isn't just rolling with the punch of firing receivers coach Zach Smith less than two weeks ...

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### Jim Jordan leads effort to impeach to impeach deputy attorney general

WASHINGTON - A group of 11 House conservatives, including Ohio's Rep. Jim Jordan, R-Urbana, introduced articles of impea...

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### Smart Columbus project to link cars electronically for safety, traffic flow

Smart Columbus is beginning to outline some of the tangles that will emerge from its \$50 million Smart City Challenge ...

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### Victims of former Ohio State doctor struggle with memories of sexual abuse

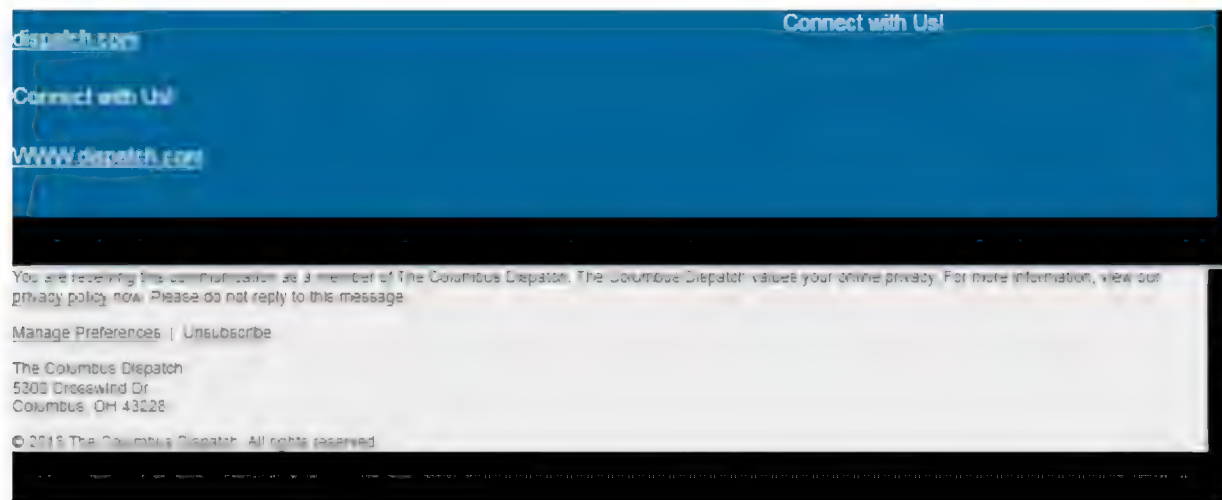
It was years ago. Before families and children, before jobs and careers.

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## Mid-Ohio Foodbank has offers for new farm site

Property owners and developers have offered the Mid-Ohio Foodbank free land for farming after the food bank announced it...

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**CC:**  
**Subject:** Hip-hop festival keeps the beat alive

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### Hip-hop festival keeps the beat alive

The fourth annual 2x2 Hip-Hop Festival this Saturday has it all: breakdance, emcee, deejay and beatbox battles, not to m...

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### Editorial: Payday lending law will become a welcome lifeguard

If Gov. John Kasich needs a pen to sign House Bill 123, we'll lend him one, lest anything else get in the way of the pay...

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### Quick OK of sports betting would help Ohio reap more tax revenue

Legal betting on sports is likely to become a reality in Ohio in the wake of the U.S. Supreme Court decision in March st...

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### Police investigation that snared Stormy Daniels not focused at Sirens before her appearance

When adult-film actress Stormy Daniels and two other dancers were charged with illegally touching patrons at a Northeast...

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## City hopes Commission on Black Girls builds foundation for strong women

Black girls are three times more likely to live in poverty.

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## HOMES

### 10 ways to make your home an oasis of calm

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## BuckeyeXtra Football podcast | An upheaval in the Buckeyes coaching staff

Dispatch Ohio State football beat writers Bill Rabinowitz and Tim May on the upheaval in the Buckeyes coaching staff jus...

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## Surgeon general praises Whitehall program for helping to set addicts on right path

U.S. Surgeon General Jerome Adams addressed the opioid epidemic as he visited central Ohio on Thursday to deliver a mess...

[Read more >>](#)

## After blasting O'Connor over Pelosi, Balderson won't say if he'd back Jordan as speaker

At 12:50 p.m. Thursday, Republican Troy Balderson sent out a fundraising plea that called opponent Danny O'Connor a liar...

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## Ohio State Football: Brian Hartline named interim WR coach

Ohio State named Brian Hartline interim wide receivers coach on Thursday morning to replace receivers coach Zach Smith, ...

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**To:** "Heaton, Kim" <heaton.19@osu.edu>  
**CC:**  
**Subject:** Ohio State football | Assistant coach Zach Smith faces criminal trespassing charge

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### Ohio State football | Assistant coach Zach Smith faces criminal trespassing charge

Ohio State receivers coach Zach Smith was scheduled to appear in Delaware Municipal Court on Wednesday afternoon to face...

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### Jim Jordan interviewed in doctor sex abuse inquiry

COLUMBUS, Ohio (AP) - U.S. Rep. Jim Jordan, who used to coach wrestling at Ohio State University, was interviewed by a l...

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### Columbus Police spokesman relieved of duty amid investigation

The Columbus Division of Police's public information officer was relieved of duty amid a criminal investigation.

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### Charges dropped against dancers arrested with Stormy Daniels

The Columbus city attorney's office has dismissed charges against two dancers arrested with Stormy Daniels at Sirens str...

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### **Bring back the lunch break!**

It looks like the one-hour lunch break is dead. In fact, some workers are so worried about what their boss will think abo...

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## **HOMES**

### **10 tips to keep your swimming pool safe this summer**

On a sizzling summer day, there's nothing better than taking a refreshing dip in a swimming pool. But that private oasis in your backyard can be a big safety hazard for kids.

[Read more >>](#)

### **New Ohio State-area Target making big news for its small format**

Target's newest small-format store in Columbus has opened its doors with the goal of serving the Ohio State University c...

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### **Killer's final words: 'I'm no good. I hope now you have some peace'**

LUCASVILLE - Robert Van Hook horrifically murdered a Cincinnati man, but he seemed remorseful as he died by lethal injec...

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### **Two central Ohioans among Ohioana winners**

Winners of the 77th annual Ohioana Book Awards include two central Ohioans - Ruth Awad of Columbus for her poetry book "...

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### **Ford recalls 550,000 vehicles that can roll away unexpectedly**

DETROIT (AP) - Ford is recalling about 550,000 cars and SUVs in North America to fix a gearshift problem that could caus...

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### **Crew Cuts: Crew SC on pace for lowest scoring output since 2007**

Scoring has never been considered much of a challenge for Gregg Berhalter's Crew teams.

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**Sent:** 7/19/2018 7:36 AM

**To:** "Heaton, Kim" <heaton.19@osu.edu>

**CC:**

**Subject:** OSU headlines: Football | Attorney says assistant coach Zach Smith was doing what he's supposed to do

---

Buckeye News

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Thursday, July 19, 2018

## TOP STORY

Ohio State football | Attorney says assistant coach Zach Smith was doing 'what he's supposed to do'

Ohio State receivers coach Zach Smith appeared in Delaware Municipal Court on Wednesday afternoon to face a misdemeanor charge of criminal trespassing. He had already pleaded not guilty.

[READ MORE](#)

## MORE TOP BUCKEYE NEWS

Rob Oller | Recruiting gains have OSU men trending up

Chris Holtmann's vision is a little skewed this week, the victim of a nasty eye infection the Ohio State men's basketball coach contracted from who knows where.

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News, notes and off-beat items about the Buckeye men's basketball team.

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**From:**  
**Sent:** 1/1/2001 6:00 AM  
**To:** "Tobias, Jessica L." <tobias.80@osu.edu>, "Glaros, Chris M." <glaros.3@osu.edu>  
**CC:**  
**Subject:** follow up

---

Hi Jessica & Chris,

Just wanted to follow up from our meeting last week. Attached is any correspondence I had regarding the EAP information sent to Zach. I also checked my calendar and found a meeting on Friday 10/30 at 10:15am with Gene, Miechelle Willis, Dan Wallenberg and Jerry Emig (they are both in our communications office). I am assuming it was related to this issue, but can't say for sure, it is just title "10:15 Meeting with Gene"

Regarding Hiram, I believe there was an issue in 2014 that Julie was involved in, I was not, and she produced a letter outlining his expectations. I'm assuming it is in his personnel file, but if not let me know.

If I can help in any other way please let me know.

Kim

**From:** "Heaton, Kimberly"  
**Sent:** 11/1/2015 10:11 AM  
**To:** "Smith, Zachary" <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**CC:**  
**Subject:** employee assistance program

---

Hi Zach,

Gene and I wanted to pass along information about the university's employee assistance program. This is a free benefit which offers counseling and other resources and tools for employees who may be going through a difficult time. Here is a link to more information:

<https://www.osuhealthplan.com/members/ohio-state-employee-assistance-program-eap/>

I strongly encourage you reach out to them this week. If you have any questions or if I can help in any way please let me know.

Thanks,  
Kim

**KIM HEATON**

HR Director | Ohio State Athletics  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210  
T 614.247.7025  
F 614.292.0199  
[heaton.19@osu.edu](mailto:heaton.19@osu.edu)  
[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** heaton.19@osu.edu  
**Sent:** 8/2/2018 6:44 PM  
**To:** "Oman, Janine" <oman.7@osu.edu>  
**CC:** "Smith, Eugene" <smith.5407@osu.edu>  
**Subject:** Re: question from the Dispatch

---

Hi Janine, you can forward any media requests to Ben Johnson and/or Chris Davey.

Kim

Sent from my iPhone

On Aug 2, 2018, at 6:34 PM, Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)> wrote:

Kim-  
Who should I forward this request to? I wasn't sure who was coordinating media requests.  
Thanks!  
Janine

**From:** Rabinowitz, Bill [<mailto:brabinow@dispatch.com>]  
**Sent:** Thursday, August 2, 2018 4:24 PM  
**To:** Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Subject:** question from the Dispatch

Hi, Janine. Hope you're well. I know that you're the deputy Title IX coordinator for athletics, and I'm reporting on the Meyer investigation. Can you provide any information about whether coach Meyer notified you or Kellie of possible Title IX issues stemming from the 2015 Zach Smith domestic incident(s) related to his ex-wife?

Thanks.

Bill

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**From:** "Shelton, TJ"

**Sent:** 7/23/2018 9:26 AM

**To:** "Shelton, TJ" <shelton.143@osu.edu>, "\_ATH Head Coaches" <ATH-HeadCoaches@osu.edu>, "\_ATH Assistant Coaches" <ATH-AssistantCoaches@osu.edu>, "Vannatta, Julie" <vannatta.3@osu.edu>, "Davidson, John" <davidson.92@osu.edu>, "Archie, Douglas" <archie.10@osu.edu>, "Daluisio, Danielle E." <daluisio.1@osu.edu>, "Hoeflich, Russell" <hoeflich.7@osu.edu>

**CC:**

**Subject:** Coaches Meeting

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**From:** "Shelton, TJ"

**Sent:** 7/13/2018 2:28 PM

**To:** "Shelton, TJ" <shelton.143@osu.edu>, "\_ATH Head Coaches" <ATH-HeadCoaches@osu.edu>, "\_ATH Assistant Coaches" <ATH-AssistantCoaches@osu.edu>

**CC:**

**Subject:** Coaches Meeting

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**Sent:** 8/7/2018 3:56 AM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Respect for Women Demanded at Arkansas

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Tera's Take: Respect for Women Demanded at Arkansas

Tera Talmadge

NWAHomepage.com

7 August 2018

Both Urban Meyer and Zach Smith have been making headlines for weeks, and for all the wrong reasons. Which is why I feel it's important to share how Chad Morris is using his influence to teach players proper respect for women.

As many of you likely know, Ohio State football coach Urban Meyer is currently on paid leave while the University investigates his handling of a domestic violence claim against his former assistant coach Zach Smith.

But sadly, instances like this are nothing new in the world of football. We've seen it before with Ray Rice and Joe Mixon.

The silver lining, however, is coaches like Chad Morris.

Morris is very family oriented and I've watched him speak openly about his passion for teaching players how to be great men. A large part of that, is showing them how to respect women.

Arkansas defensive lineman McTelvin Agim says, "He'll take us and tell us to close our eyes and picture the woman who means the most in your life. He'll say 'how would you want any person to treat them?' And that definitely clicks with me because I've got more than one woman. I was raised by a community of women so I definitely appreciate him and hold women to a higher standard."

Many coaches across the country will say they're trying to help prepare players for the future. But that goes far beyond football and a good GPA. Which is why Morris is teaching his players much more than the playbook. He's giving the Razorbacks life lessons.

Jamario Bell, a linebacker at Arkansas, says he believes there should be zero tolerance for domestic violence.

I, for one, agree.

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**Sent:** 8/7/2018 3:46 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] There's a Playoff ripple effect to the Ohio State drama that's not being discussed

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There's a Playoff ripple effect to the Ohio State drama that's not being discussed

Connor O'Gara

Saturday Tradition

7 August 2018

The magnitude of what's unfolding at Ohio State can't be overstated.

The impact that the pending investigation into Urban Meyer's handling of domestic abuse allegations against former Ohio State assistant Zach Smith is nationwide.

Each of the following storylines have been obvious national headlines:

- Whether Urban Meyer will be fired
- Potential candidates to replace Urban Meyer if he's fired
- How an Urban Meyer-less Buckeyes program will impact the Big Ten
- The similarities and differences of Ohio State's current situation to Jim Tressel's
- Could Ohio State athletic director Gene Smith be the fall guy following Urban Meyer's statement?

It's understandable why those topics and others would warrant healthy discussion. Those are the big-picture questions that are worth fleshing out.



That last bullet that I mentioned about “could Ohio State A.D. Gene Smith be the fall guy” is the storyline that needs to be examined closer. In less than 14 days, we’ll get a “yes” or “no” answer to that question. If it’s “yes” and Smith is indeed the fall guy, there’s another bullet point that needs to be added to the list of national storylines:

What happens to Smith’s status on the Playoff selection committee if he’s fired at Ohio State?

Smith holds one of the 13 most powerful positions in college football. If Ohio State’s investigation concludes that Meyer did indeed follow proper Title IX protocol and it’s Smith who’s at fault for keeping the ex-assistant on staff, that position will be in serious jeopardy.

This would be somewhat uncharted territory for the selection committee. If Smith is let go, he wouldn’t be the first person to get fired as an A.D. while serving on the selection committee.

Last year, Arkansas fired athletic director Jeff Long in mid-November. But Long, who had been a member of the selection committee since its inception, agreed to finish out his term. After all, 4-win Arkansas was nowhere near the Playoff. Long was also in the final season of his term on the selection committee.

Needless to say, that’s different than if Smith is fired at Ohio State.

The selection committee would be forced to address the elephant in the room. Could it elect to remove Smith for something that happened at Ohio State? There’s no rule stating that a selection committee member is forced to step down in the event that he or she is fired. Long didn’t.

The selection committee’s hope would have to be that Smith would resign because it would create a different kind of conflict of interest. It’s one thing to have standing athletic directors on the selection committee. There are five ADs this year, one from each Power 5 conference. It hasn’t been an issue yet because members must leave the room when a school they’re associated with is being discussed. And really, there haven’t been many down-to-the-wire debates involving a school that a selection committee member was associated with.

Keep in mind that last year was Smith’s first on the selection committee and it was the first time in the Playoff era that Ohio State didn’t get the benefit of the doubt in a borderline situation.

But can you picture how awkward that would be if Smith stayed after getting fired at Ohio State? The selection committee never dealt with a bitter ex after a breakup before. There’s no obviously guarantee that he’d develop some

vendetta against Ohio State, but you never know when active egos are at play. That wound is still fresh.

There's another wrinkle to this. While nobody is keeping out an undefeated Ohio State team, the selection committee could decide it doesn't want to reward Smith's Buckeyes if he's considered the one who allowed the Zach Smith debacle to happen. You just never know.

At the very least, Smith's standing with the selection committee would have to be seriously evaluated if he was fired at Ohio State.

Let's say that Smith is fired as Ohio State's AD and he chooses to step down from the selection committee. He's the only Big Ten representative of the group. There's always been either Smith, Lloyd Carr, Tom Osborne or Barry Alvarez among the Big Ten representatives. If Smith's replacement doesn't have any Big Ten association, it might not be a big deal, but it probably doesn't help the conference following its first year of missing the Playoff.

We're talking about 13 people deciding who gets to play for a national championship. Smith's role as one of those people is important, even though for the time being it's on the back burner while this investigation unfolds.

But if Smith does wind up being the fall guy at Ohio State, his selection committee status will be a burning question that needs to be tended to.

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**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] How can Ohio State thrive without Urban Meyer? Oklahoma provides a model

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How can Ohio State thrive without Urban Meyer? Oklahoma provides a model

Paul Myerberg

USA TODAY

7 August 2018

Ohio State needs only to look back to last September to see how the right promotion can maintain a national power's winning ways under adverse circumstances. As questions circled around Oklahoma's rookie head coach, the Sooners' victory against the Buckeyes on the second Saturday of the regular season drastically changed the national perception of the team's chances of reaching the College Football Playoff.

The comparison between the current dilemma facing Ohio State and the situation at Oklahoma last season isn't exact: OU's surprise coaching move came in the quiet days of early June, for one, and the decision was immediately made to name Lincoln Riley as Bob Stoops' permanent successor, not his interim replacement.

The Buckeyes, on the other hand, have temporarily named co-offensive coordinator and quarterbacks coach Ryan Day as the team's interim coach as the university continues its independent investigation into Urban Meyer's handling of the allegations of domestic abuse involving former assistant coach Zach Smith.

Even as Meyer issues a strongly worded statement claiming he followed all proper "protocols and procedures" in the wake of a 2015 incident involving Smith and his ex-wife, and as Smith says that Ohio State administrators — namely, athletics director Gene Smith — were aware of the allegations, the potential remains that even if Meyer is not fired he may face a suspension entering this coming season.

Amid a spotty track record of interim hires, however, the Sooners' successful season — culminating in a Big 12 Conference title and Rose Bowl loss to Georgia in the College Football Playoff semifinals — provides an example of how a supremely talented team can fend off potential hurdles and roadblocks to reach its full potential after an unsettling coaching change.

But for every Dabo Swinney, who replaced Tommy Bowden midway through the 2010 season and has since staked claim to an elite spot in the coaching profession, there's a John L. Smith, who won four games with an Arkansas team rattled by the offseason dismissal of Bobby Petrino in 2012. And for every Clay Helton, who turned the interim job at Southern California into the permanent position, there are countless temporary replacements who try and fail to milk the most out of a roster wobbled by an unexpected coaching change.

"It's a hard situation," said Smith, now the head coach at Kentucky State. "In a situation like that, it's almost like the glue is gone. To hold everything together was difficult, without a doubt. It's almost like you're a fighting dog with no teeth.

"That's kind of the way it seemed. Once you had a little adversity, it was like, 'Well, this guy's not going to be here. We don't know who will be here. Who's going to be the next head guy coming in?' It continued to fragment a little bit."

To a degree, there is a model for this scenario at Ohio State. The university fired Jim Tressel in May of 2011 after it found he had misled NCAA officials about the nature of violations that occurred during his tenure. In his stead, Ohio State promoted then-assistant coach Luke Fickell, now the head coach at Cincinnati. Ranked No. 16 in the preseason Amway Coaches Poll, the Buckeyes dropped out of a national ranking following a loss to Miami (Fla.) in September and finished with a losing record for the first time since 1988.

Two other examples this decade of interim coaches taking over in the summer saw Everett Withers and Jim Grobe respectively finish 7-6 with North Carolina and Baylor.

Yet there is little precedent for the situation unfolding in Columbus, which in recent college football history is mirrored by Florida's decision to fire head coach Charley Pell three games into the 1983 season amid rampant NCAA violations. There's the timing, just as the Buckeyes are kicking off fall camp. There's the name involved: Meyer is a legendary figure, one of the most successful coaches of his era or any other, and the only coach with the pedigree to be mentioned in the same breath as Alabama's Nick Saban. And there's the team: Ohio State, ranked third in the preseason poll, might house the most talented roster in the Football Bowl Subdivision.

It's a roster with two 1,000-yard running backs. One, sophomore J.K. Dobbins, is a Heisman Trophy contender. The offense is projected to find more balance under a new quarterback, Dwayne Haskins, though we've heard that before. The Buckeyes' defensive line is among the nation's best. Each of the program's past three recruiting classes have ranked among the top four nationally, according to the composite rankings compiled by 247Sports.com.

One active Big Ten head coach, who spoke to USA TODAY Sports on the condition of anonymity due to the sensitive nature of the situation, said the potential impact of Meyer's dismissal on the Buckeyes' upcoming season is impossible

to ignore. Even still, he continued, the staff Meyer has hired is talented enough to keep Ohio State afloat and in the mix for the College Football Playoff in a star-studded conference.

In other words, Ohio State may be too big — too talented, with a depth chart loaded with NFL talent and led by several veteran coaches — to fail.

That may be true, even if little is known of Day's ability to pilot the Buckeyes not just through what may be a tumultuous fall camp but also the regular season. Day, a Chip Kelly disciple, is well-regarded in coaching circles and a particular favorite at Ohio State, where he's quickly impressed both Meyer and university administrators since being hired prior to last season.

And while Day has never been a head coach on any level, he can rely on two assistants with ample experience: Greg Schiano was the longtime head coach at Rutgers, and Kevin Wilson was formerly the head coach at Indiana. The reasoning why OSU bypassed Schiano and Wilson to hand Day the interim tag is a matter of conjecture, but it's easy to surmise that Wilson's departure from Indiana amid allegations of player mistreatment and the melee that ensued when Schiano closed in on a deal this offseason at Tennessee played a role in the school's decision.

For the Buckeyes, it's not a matter of talent but rather a question of direction. Meyer's greatest gift as a coach hasn't been his on-field philosophies, which were once ahead of the curve but are now the norm, but instead his ability to motivate. In that sense, Meyer is irreplaceable.

Nonetheless, the program's basic blueprint for success won't change. This isn't to diminish Meyer's impact; instead, that the Buckeyes won't deviate from the script is a testament to the program he's built and may be forced to leave behind. The crucial question this team must answer asks: As Ohio State enters what would be the seventh season of Meyer's tenure, are the Buckeyes built to survive his potential absence?

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**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Meyer staying? It seems unlikely

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Meyer staying? It seems unlikely

Coach says he knew assistant's full history, but kept him on staff.

Mark Bradley

ajc.com

7 August 2018

He's the second-best coach in college football. He has won national championships at universities that view themselves as more than NFL feeder programs. If he's allowed to coach Ohio State's season opener, he'll be a lucky man.

Urban Meyer was placed on administrative leave last week, pending an internal investigation. At issue: What he knew and when he knew it.

On July 23, Meyer fired assistant coach Zach Smith, who's the grandson of Earle Bruce, once the Buckeyes' head coach and the man who gave Meyer his first collegiate job. The reason for the dismissal: Smith was charged with criminal trespassing in May, and Courtney Smith had just been granted a restraining order requiring her ex-husband to stay 500 feet away.

Reporter Brett McMurphy revealed that Zach Smith had twice been accused of domestic violence - once in 2009, when he worked under Meyer at Florida, and again in 2015 at Ohio State. At Big Ten Media Days in Chicago, Meyer said he was aware of the 2009 incident, for which Smith was arrested, and that he reported it to university officials. Indeed, he said he and his wife, Shelley, sought to help the Smiths. According to Meyer, counseling was recommended for Zach Smith. Courtney Smith declined to press charges.



The 2015 case is the reason Meyer, as we speak, isn't coaching. At Media Days, he said: "I was never told about anything. Never anything came to light, never had a conversation about it. So I know nothing about it." On Friday, two days after his leave began, Meyer released a statement saying he "failed" and that "I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions."

A second McMurphy report triggered Ohio State's investigation of its most famous employee - and, at \$7.6 million per annum, its highest-paid. Text messages obtained by McMurphy from Courtney Smith showed that Shelley Meyer, also employed by Ohio State, knew of the 2015 incident, in which Smith accuses her then-husband of shoving her against the wall with his hands around her neck. From Shelley Meyer: "Do you have a restraining order? He scares me." On Friday, Zach Smith gave two interviews. To ESPN, he said that, in October 2015, he'd been called before athletic director Gene Smith to give his account of the allegations. Zach Smith then said Urban Meyer confronted him by asking, "What the hell is this? What is going on?" Smith denied ever hitting his wife, and he claimed Meyer said: "I swear to God, Zach, if I find out you hit her, you're done, you're gone."

Meyer lied at Media Days. He concedes the point. In a time of "alternative facts," should that alone get him fired? Maybe not. What could be his undoing is his response, or the absence thereof, to the 2015 incident.

In his tweeted message Friday, Meyer offered this: "While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false."

If we believe Smith's interviews, both Ohio State's AD and Meyer knew in 2015. Unclear is how they came to know, which will surely be an issue for the school's investigative panel. But if they did know, why was Zach Smith allowed to keep his job for 214 more years? Were two incidents - albeit while employed by separate universities - not enough? Meyer now says he was aware of both. How much more did he need?

(Smith has, we note, been convicted of nothing. He says he has never hit his ex-wife. Last week, The (Cleveland) Plain Dealer reported the existence of nine reports by police in Powell, Ohio, between 2012 and this July involving "domestic disputes" between him and Courtney Smith. In an interview with Stadium, she says Zach Smith smashed the windshield of their car while they were driving and later hit her car with a golf club.)

The words "Treat Women With Respect" are painted on the wall of the Ohio State locker room. In the #MeToo era, are words, no matter how high-minded, enough? The goalposts, figuratively speaking, have been moved.

In October 2017, The New York Times and The New Yorker brought to light the story of Harvey Weinstein, the film producer whose predatory behavior had long been the subject of whispers. In these post-Weinstein days, we're less

inclined to treat both sides of He-Said/She-Said with equal weight.

Put it this way: Jameis Winston played the entire 2013 regular season for Florida State while a rape investigation was ongoing. (The state attorney declined to press charges in December of that year.) That couldn't happen today. The outcry, loud back then, would be a ceaseless roar.

In the end, Ohio State's decision shouldn't hinge on what Meyer said at Media Days. It should come down to this: Should an institute of higher learning continue to employ a man who says he knew the full history of a troubled assistant but kept him on staff until two weeks ago? It would seem difficult to answer that question with a "yes." This isn't some measly recruiting violation. This is serious stuff.

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**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Ohio State fans rally in support of suspended coach Urban Meyer

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Ohio State fans rally in support of suspended coach Urban Meyer

Dan Murphy and Edward Aschoff

ESPN

7 August 2018

COLUMBUS, Ohio — More than 100 Buckeyes fans gathered at the gates of Ohio Stadium on Monday night in an effort to show support for suspended Ohio State coach Urban Meyer, who is currently embroiled in controversy related to domestic assault allegations against a former assistant coach.

The scarlet-and-gray crowd chanted "Urban Meyer" and sang the university fight song in a rally that lasted less than 20 minutes in the 90-degree evening heat.

Jeff Hamms — a fan from Myrtle Beach, South Carolina -- sparked the event with a Facebook post this weekend. He drove to Columbus on Saturday because he felt Meyer was being treated unfairly. He said he hoped to draw a line between standing behind Meyer and sending a message about the domestic assault issues of an assistant coach that landed the head coach in hot water.

"We're here to support head football coach Urban Meyer," Hamms said. "I don't condone what our ex-wide receiver coach did."

Ohio State placed Meyer on paid administrative leave last week after Courtney Smith, the ex-wife of former Buckeyes coach Zach Smith, told college football reporter Brett McMurphy that Meyer knew about a domestic abuse incident in 2015 and did not act. A week before Courtney Smith's interview, Meyer told reporters that he was unaware of any issues the Smiths had in 2015 and "never had a conversation" about the alleged incident.

Meyer backtracked Friday in a written statement in which he said he followed proper protocol in reporting the 2015 incident. He apologized and said he was "not adequately prepared to discuss these sensitive personnel issues with the media" when he denied any knowledge of the 2015 incident. Meyer's statement was released while Zach Smith was in the middle of an interview with ESPN. Smith told ESPN that Meyer pulled him out of a practice in October 2015 to ask about the incident.

Smith said he would be heartbroken if Meyer lost his job because of the way he has handled this situation. As of Monday night, nearly 30,000 people had signed an online petition to say they don't want to see Meyer "wrongfully fired" from Ohio State.

In attendance at Monday's rally was Stacy Elliott, father of former Ohio State running back Ezekiel Elliott. Stacy Elliott came to the event wearing a replica of his son's Buckeyes jersey. Elliott said he participated because he loves Meyer and because he teaches respect for women.

Elliott's son, now a running back for the Dallas Cowboys, was suspended without pay for the first six games of the 2017 NFL season after the league investigated allegations from Elliott's ex-girlfriend that he was involved in "multiple instances of physical violence" against her.

Stacy Elliott said he understood why Ohio State has suspended Meyer as it conducts an investigation, but feels Meyer handled the issues with Smith properly.

"[Urban] handled it for what his job required him to do," Elliott said. "He wasn't the first person to know it happened. His boss knew before he knew."

Several of the fans outside Ohio Stadium seemed to think the buck ultimately stops with Gene Smith, Ohio State's athletic director and Meyer's boss, in this case.

"Why isn't Gene Smith talking?" asked Harold Burbridge, a 48-year-old fan dressed up like former Buckeyes coach Woody Hayes.

Burbridge said he's more loyal to the university than to Meyer, but he thinks the coach has had a positive impact on the community and believes that he does not ignore domestic abuse issues. He said Meyer should not have been misleading when talking to reporters in Chicago, but thinks the coach needed to just "learn what 'no comment' means."

Mary Watts and Vicki Snow traveled to Columbus, along with other friends, from their homes about 50 miles south of campus. Both said they would be upset if Meyer was fired or suspended any longer than he already has been. Watts said she thought Meyer should be reinstated as coach and that Gene Smith should be the one answering questions.

"What are we investigating?" she said. "We have to investigate the whole thing."

Watts and Snow said they didn't think any less of Meyer because of the way he handled questions about the 2015 Smith incident. Snow said she believes Meyer has the best interest of the community in mind, and if he comes out with a "mea culpa" for what he said in Chicago that would be the most the coach should need to do.

"I support Urban Meyer," Snow said. "I am against domestic violence. I don't think those two things contradict each other."

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**CC:**

**Subject:** [cfaa-elite-clips] Ohio State football players gather for preseason camp as fans rally for Urban Meyer

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Ohio State football players gather for preseason camp as fans rally for Urban Meyer

Marcus Hartman

Dayton Daily News

7 August 2018

COLUMBUS — One of the weirdest days of the year somehow got even more strange Monday at Ohio State.

In one part of Columbus — south of campus, just across the Olentangy River from downtown — what has become a yearly tradition took place as Buckeye football players trickled into their hotel for preseason camp.

That is normally an unofficial Christmas morning in August for many fans, whose habit of clicking any and all photos they can find from the day makes this a must-attend event for members of the Buckeyes beat.

Cameron Johnston

✓@Cam\_Johnston

Still find it odd that the media waits outside a hotel to watch 18-22 year olds walk in to check in to their hotel rooms

Ozone Communications

@theOzonedotnet

It's the most exciting day on the Ohio State football calendar: camp check-in day!

4:47 PM - Aug 6, 2018

Nobody quite gets it. It's a little creepy even, but it's tradition. A sign football is back if nothing else.

Thurgood Marshall graduate Derrick Malone and Springfield native Demetrius Knox was among the earliest arrivers.

Wayne graduate Robert Landers came in a few minutes later with his trademark smile, and long snapper Liam McCullough expectedly stole the show when he continued his own tradition of wearing a shirt that pictured him checking into the hotel wearing a shirt that pictured him checking into the hotel.

Meanwhile about four miles to the north something else unusual was going on, but this scene was not familiar at all.

That would be a group of roughly 100-200 fans who gathered near the rotunda at Ohio Stadium to show their support for Urban Meyer, the coach of the Buckeyes who is on leave while the university investigates whether he mishandled allegations assistant coach Zach Smith abused his wife.

The scene at the Horseshoe was surreal, to say the least.

Dan Hope

✓@Dan\_Hope

"Tennessee Jeff" leads chants for Urban Meyer at the rally outside Ohio Stadium.

6:07 PM - Aug 6, 2018

The 90-degree heat might have made it feel like a fever dream, but it was all too real for those hoping to put this situation in the rearview as quickly and quietly as possible.

Adding to the spectacle was the appearance of Stacy Elliott, the father of former Ohio State star Ezekiel Elliott, who spoke on camera wearing a replica of his son's Buckeye jersey.

"Every institution you go to in America is going to have that saying — respect for women and whatever else it says — but the thing about Urban Meyer and his program, he teaches the respect. That's the thing, he teaches the respect for these young women," Elliott said.

Stacy Elliott's appearance may not have been a coincidence. This time last year, Elliott's son was battling a suspension handed down by the NFL for an alleged domestic violence incident that occurred in Columbus in 2016.

(The leader of the team investigating Meyer's conduct, Mary Jo White, was also part of the investigation of Ezekiel Elliott, one of several high-profile investigations of sports figures she has been part of.)

Whether the spectacle has much effect on the outcome of the investigation of Meyer — which the university announced Sunday it hopes to wrap up within 14 days — remains to be seen (don't bet on it), but it was not received well by those outside "Buckeye nation" if social media is any indication (sometimes it is not).

Ironically those who gathered at Ohio Stadium might have pushed their "cause" back more than they advanced it.

Rather than bringing Meyer's reinstatement closer to reality — certainly everyone wants closure here, whether they believe he did anything wrong or not — they provided a distraction from a yearly even that might have let people feel like things were getting back to normal.

Who ever expected to wish for the standard weirdness of check-in day?

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Attorney for Zach Smith: 'Who is the check and balance on the press?' in Ohio State/Urban Meyer coverage

Marcus Hartman

Dayton Daily News

6 August 2018

COLUMBUS — Brad Koffel, the attorney representing former Ohio State assistant coach Zach Smith, used his weekly local radio show to blast the way the story has been covered, particularly the focus on head coach Urban Meyer.

"The past two weeks Columbus, the country, has personally witnessed reporters not report but draw inferences upon inferences and create narratives that are designed to grab eyeballs and clicks, not against corrupt public officials like the royal governor of New York that John Peter Zenger went to trial over but against football coaches. Football coaches!" Koffel said in the latest episode of his weekly show, "For the Defense," which aired Sunday morning on 610 WTVN.

The football coaches he referred to are Smith, who was fired July 23 after being charged with criminal trespassing and facing a domestic violence protection order, and Meyer, who has been placed on leave pending an investigation of how he handled 2015 allegations Smith abused his wife.

(Zenger was the defendant in a historic libel case that helped establish the rights of a free press.)

Koffel argued there is "nothing unique" about the Smiths' divorce despite Courtney Smith accusing Zach of abusing her and Zach's admission their marriage was "toxic" during an interview with ESPN on Friday night.

Zach Smith said there were multiple occasions when things got physical while he was trying to extricate himself from an argument and denied ever abusing Courtney despite being "a bad husband" who "pushed her buttons."

Koffel did not touch on that, but he defended Meyer's handling of queries into the Smith situation during his appearance at Big Ten Media Days in Chicago on July 24.

Meyer has been heavily criticized for saying the 2015 incident was "nothing" and asking, "Who creates a report like that?"

daytonsports

@daytonsports

UPDATE: Weekend statements, announcement shake up Urban Meyer investigation at Ohio State <https://ddnnews.com/2ncm5gO>

10:33 AM - Aug 6, 2018

In Koffel's view, "(Meyer) was asked a question predicated on, listen to me, false internet reports that were hours old, and he answered that question appropriately."

That was in reference to a Facebook post by Brett McMurphy, who reported he had a police report showing Zach Smith had been arrested for domestic violence and felonious assault against his then-wife in 2015. McMurphy later wrote that an updated report released by Powell, Ohio, police no longer showed Smith had been arrested.

"What was being reported that happened in 2015 never happened. (Those reports) were false," Koffel said, seemingly focusing on whether or not Smith was actually arrested rather than if there were an incident that was investigated by police.

"(Meyer) didn't lie to (the media) on Media Day," Koffel said. "(The media) asked a poor question based upon false internet reports. Get your facts straight before you ask a question like that on the record. I have the facts. I have all the police reports. Yes. Nine. You know what they are? They're traffic violations. Six of them. Another call about an elderly man, 65-year-old, followed the assistant coach's wife back to her house. She got spooked. Another was a well-being check on the kids. The police showed up and everything was just fine. There are no reports. There are no arrests. OK?"

Marcus Hartman

@marcushartman



Who is in charge of investigating Urban Meyer? A closer look at the panel <https://www.daytondailynews.com/news/who-the-panel-investigating-ohio-state-coach-urban-meyer/N7fmayNGnCi2IrKAKG8REM/> ...

12:59 PM - Aug 6, 2018

Koffel also questioned responsibility being assigned to Meyer and OSU director of athletics Gene Smith when the matter was investigated by local law enforcement.

"Mind you the investigating officers with jurisdiction over such matters and a state law that mandates arrests for domestic violence never arrested or charged said assistant coach, but the head coach and now the athletic director are supposed to do more than the police? Since when?" Koffel said.

He went on to lament the public becoming "conditioned sheep who think heads have to roll because the media says so. This reminds me of those ancient tribes that sacrificed a virgin to please the gods. We are more sophisticated than that. To not let New York or Bristol, Connecticut, run unchecked and tell us how we should think and force institutions to bend to their will."

Ohio State announced Sunday night it hopes to have an investigation into Meyer's handling of the domestic violence allegation finished within 14 days.

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## The Problems With Giving Zach Smith a Media Tour

The former Ohio State assistant football coach gave two prominent interviews Friday. Here's where that coverage went wrong.

Megan Schuster

The Ringer

6 August 2018

"If [Urban Meyer] loses his job, it's flat wrong. And this is the guy who fired me. It would be a crime."

Those were the final words said by former Ohio State wide receivers coach Zach Smith during the first segment of an interview that aired on Friday's 6 p.m. ET edition of SportsCenter. Smith, whose ex-wife Courtney Smith went public last month with accounts of domestic abuse dating back to 2009, sat down with ESPN's Dan Murphy to give his side of the story, and ostensibly shed some light on just how much Ohio State head coach Urban Meyer knew about Smith's past while keeping him employed on staff.

Meyer fired Zach Smith last month after Smith was charged with criminal trespassing and an Ohio judge granted a protective order that Courtney Smith had filed against her ex-husband. When that order entered the public sphere, so too did reports of a 2009 incident in which police were called to the Smiths' Florida home after Courtney — then eight to 10 weeks pregnant — said Zach picked her up and threw her against a wall during an argument. A 2015 account also came to light in which Courtney said Zach shoved her against a wall and wrapped his hands around her neck, all while their then-3-year-old daughter clung to her leg. From 2012 to 2018 alone, Cleveland.com found nine police reports involving Zach and Courtney Smith and domestic disputes.

SportsCenter was Smith's second interview since his firing; the first had happened mere minutes earlier on Columbus radio station 105.7 The Zone. In both interviews, the questions primarily centered on how much Meyer knew about Smith's past, when he knew it, and how he'd responded to what he knew. This is important because on Wednesday

college football insider Brett McMurphy published a report that included text messages showing that Meyer's wife, Shelley, long knew about the 2015 incident. The report intimated that Urban might have known about it, too. This information contradicted Meyer's remarks at Big Ten media days on July 24, when he said that he'd been informed about that account only the night before.

The investigation surrounding Meyer and the Ohio State program at large is ongoing, and at this point there are far more questions than answers. Meyer was placed on administrative leave last week as independent investigators sort through the details of what happened, and as Smith made his media rounds on Friday, Meyer released a statement that confused his narrative more than clarified it. If Meyer did indeed know about the 2015 incident and elevated "the issues to the proper channels," why did he lie about that during his media days press conference? Why was Meyer willing to repeatedly stand by an assistant coach about whom he knew of at least two accounts of domestic violence? And what was Ohio State athletic director Gene Smith's role in everything, given that Zach Smith said in his 105.7 interview that he "found out about the [2015] allegation because Gene Smith told me"?

Moving beyond the particulars of who knew what and when, another question arose over the weekend: Why has much of the media coverage of this case felt not only misguided, but wrong?

It's important to note that stories involving domestic violence, sexual assault, and administrative failings related to those subjects are notoriously difficult to cover. There is no one-size-fits-all approach, as each instance is dictated by the details of that specific case. It's also important to make clear that Zach Smith has not been convicted of domestic violence, nor is he under police investigation. But that doesn't lessen the significance of Courtney Smith's statements, and it doesn't change the fact that giving Zach Smith a platform to defend himself, virtually unchecked, on prime-time radio and television was more than a little sickening.

Take the promotion surrounding both interviews. While touting their one-on-ones, ESPN and 105.7 each threw around the word "exclusive" like it was a badge of honor; SportsCenter, whose interview with Zach Smith was divided into multiple segments across the broadcast, teased upcoming parts of the sit-down in the same way that *The Bachelor* might encourage viewers to stay tuned: Keep watching, because after the commercial break Zach Smith responds to Urban Meyer's statement about being placed on administrative leave! It's one thing for a sports media outlet to interview Smith; it's another for it to plaster his face across all of its social media platforms and hype up the conversation like a free-agency special.

Perhaps more egregious, Smith was allowed to present his account of the incidents in question largely unpressed. On SportsCenter, Smith said the bruises evident on Courtney Smith in the photos in McMurphy's report were caused by his attempts to restrain Courtney during an argument. When Zach Smith was asked what he meant by that, he said, amid a long soliloquy, that "it's very possible" to get bruising from being restrained, and that "you'd have to be there" to understand how that could happen. Little else was requested in the way of specifics.

After the interviews aired, McMurphy shared a screenshot of a previously unpublished text-message exchange between Zach and Courtney Smith in which Zach acknowledged "picking [Courtney] up by the neck and strangling

[her]" in 2015 and apologized. Neither outlet received a follow-up comment from Zach Smith.

Brett McMurphy

✓@Brett\_McMurphy

Zach Smith told @1057TheZone he never abused Courtney. Here is text message b/w Zach & Courtney when he admits & apologizes for strangling his wife on Punta Cana trip in March 2015 & again in April

5:54 PM - Aug 3, 2018

Neither interview mentioned Courtney Smith with anywhere near the frequency with which Meyer was brought up, and Zach Smith offered the same platitudes in each one: that his and Courtney's marriage was volatile, that their relationship was toxic and at times aggressive, but that no crime occurred on his part. The emphasis on Meyer throughout these interviews is understandable — he'd been placed on administrative leave days earlier, and depending on the results of Ohio State's investigation, his job could be at risk — but this seemed like yet another instance in which the concerns of a football team were valued above a woman's account, another example of athletics taking priority over the very personal nature of these stories.

Friday's interviews weren't a onetime failing, or even really outliers in sports media. Following the extensive reporting done into the systematic patterns of abuse at universities like Baylor, and Penn State, and Michigan State, accounts of sexual assault, domestic abuse, and cover-ups related to those issues are no longer being tolerated. As ESPN's Andrea Adelson wrote on Friday, "Forgiving and forgetting domestic violence, sexual assault or abuse against women is no longer the norm. Nobody is too big to go down in college sports, not anymore."

And there have been reporters and outlets that have succeeded at handling this case with depth, care, and thought. McMurphy crafted an incredibly detailed account of Zach and Courtney Smith's history, and the sports video network Stadium didn't shy away from asking difficult questions in Courtney Smith's first — and to this point, only — public interview.

This is, at its heart, a story about a woman who left a man she says had been abusing her for years, a woman who reached out for help in multiple places, including telling the wife of that man's employer about what she'd endured, and gotten little aid. On Friday, it was covered like the college football equivalent of The Decision. Accounts of domestic violence and sexual assault aren't new to the sports world, and they won't be going away. Moving forward, it will be important to recognize the difference between getting both sides of a story and prominently promoting the unverified account of a man whose ex-wife says he abused her. As things stand, it's clear that not everyone recognizes that distinction.

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McMurphy: Urban Meyer "not going down without a fight"

Austin Nivison

247Sports.com

6 August 2018

On Wednesday of last week, Brett McMurphy stunned the college football world when he reported that Urban Meyer may have been aware of the 2015 domestic violence allegations against then wide receivers coach Zach Smith. Meyer was placed on paid administrative leave, and the saga only got murkier as the week went on. On Friday, Meyer released a statement claiming that he "followed followed proper reporting protocols and procedures" when dealing with the 2015 allegations against Smith. Immediately after the statement, Smith did a radio interview with 105.7 The Game in Cleveland and a television interview on ESPN's SportsCenter to give his side of the story. Smith was adamant in his defense of Meyer and denied all claims of domestic violence by his ex-wife, Courtney.

Late Sunday night, Ohio State announced that their investigation into the matter could take up to 14 days. On Monday morning, the man who broke the story joined Clay Travis on his show, "Outkick the Coverage." Looking back, McMurphy seems to think that much of this frenzy could have been avoided if Meyer had admitted to knowing about the 2015 allegations against Smith at Big Ten Media Days. Furthermore, McMurphy believes that Meyer is going to fight tooth and nail to stay — or at least get as much money as he possibly can before leaving.

"It's not this simple, but it is. I think if Urban Meyer doesn't lie about this at Big Ten Media Days that Tuesday, then we're not in this position. Now here we are. The university announced late last night, about 10 PM, that they expect the investigation to be completed within 14 days. So that tells me one thing very specifically," said McMurphy. "Urban Meyer is not going down without a fight. He obviously wants to stay and/or he's trying to get as much of that \$40 million that he can get if they have reached a decision to get rid of him. I do not have any information that they have reached that decision, but from talking to a number of people in the industry, they believe that's the way this thing will go."

In the eyes of McMurphy, one key unknown in this situation is whether Ohio State athletic director Gene Smith knew

about Zach Smith's 2009 arrest for domestic violence while under Meyer at Florida. In his interview with 105.7 The Game, Smith said that the Buckeyes' athletic director called him in off the road in 2015 to discuss those accusations. When dealing with Zach Smith then, was Gene Smith aware of the prior incident in 2009?

"If I'm part of the investigation one thing I would want to know, which I don't have the answer to and that could impact Urban's future, is was Gene Smith made aware of the 2009 domestic violence arrest of Zach Smith at Florida when he joined the staff in 2012? I think that would go a long way toward knowing exactly what information the university had before hiring Zach Smith," McMurphy told Travis. "We know what Urban Meyer knew. We don't know what the university knew, and if they knew that information would they have went ahead with the hiring of Zach Smith?"

One of the more interesting things McMurphy discussed with Travis was the discrepancy between the original police report from October of 2015 and the one the police released just recently. According to McMurphy, the 2015 reported stated that Smith was arrested for domestic violence. In the report released this year, it doesn't say that Smith was arrested. McMurphy says he asked about that but was not given a clear answer.

"In my initial reporting from Big Ten Media Days, when I obtained a copy of this police report, the original report said that Zach Smith was arrested. There is a box there that says the status. It says he was arrested. However, when the Powell police reported that in a revised edition of the arrest report three years later, the arrest box was no longer checked. I asked Powell police why that happened," McMurphy stated. "The Public Information Officer told me that the terminology used was different in the original report and inconsistent with what actually occurred. I said, 'How do you indicate somebody was arrested in 2015, and then three years later you're telling me they're not?' They went into this real long explanation about how they're putting things online now, and basically it made no sense."

Charges were not pressed against Zach Smith in 2015, but Smith's ex-wife is confused as to why they weren't. McMurphy said that Courtney Smith wanted charges filed against Zach but "still does not know to this day" why they weren't.

One thing that is for sure in this clouded mess in Columbus is that there are still a lot of unknowns. Over the next two weeks, the investigative team at Ohio State will try to figure out the answers to all of those unknowns. At that point, Meyer's fate as the head coach of the Buckeyes will no longer be up for speculation.

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What to Watch for as Ohio State's Investigation Into Urban Meyer Begins in Earnest

Don't let the new timeline of Ohio State's outside investigation fool you: The group looking into Urban Meyer can find a lot in two weeks.

Andy Staples

SI.com

6 August 2018

Ohio State's investigation into football coach Urban Meyer now has a timeline. According to a release Sunday night, the investigation is expected to wrap within the next two weeks.

That release also revealed that former Securities and Exchange Commission chair Mary Jo White will lead an investigative team that will be directed by the members of the six-person working group Ohio State empaneled last week to look into whether Meyer properly handled allegations of domestic abuse against former receivers coach Zach Smith.

So what does all this mean?

DON'T ASSUME THAT THE TIMELINE INDICATES A PARTICULAR RESULT.

For comparison's sake, the investigation by law firm Pepper Hamilton at Baylor that resulted in the ousters of football coach Art Briles, athletic director Ian McCaw and president Ken Starr lasted from September 2015 until April 2016. But that was a wide-ranging look into how sexual assault cases were handled on the entire campus and included deep dives into dozens of cases. This investigation focuses on one case, and even if it turns up something else, it still deals with the same relatively small group of people. Investigators presumably will have access to the subject (Meyer), who

said in a statement Friday that he wants to clear his name. They'll also have access to all his work email and phone records. They'll also have access to all of Meyer's current coworkers and all the email and phone records of all current and past coworkers. Investigators can't compel a past coworker to talk, but anyone who still works for Ohio State can be compelled to cooperate with the investigation. They can find out a lot in two weeks. White's group will report to the working group—which includes members of Ohio State's Board of Trustees. That group will report to the full board and President Michael Drake, and the board and president will make a determination involving Meyer.

White, 70, ran the SEC—not the one you're used to reading about here, but the one that monitors financial markets—from 2013 to '17. She served as U.S. Attorney for the Southern District of New York from 1993 to 2002. Her successor was James Comey, who would eventually go on to run the FBI and make all sorts of headlines. For those who follow fiction more than non-fiction, the prosecutor job White held was the job Paul Giamatti's character held for the first three seasons of *Billions*. While at the Southern District—which is not-so-jokingly referred to by other federal prosecutors as the Sovereign District of New York—White dealt with everything from terrorism to mob cases to financial crimes. While at the SEC, she faced criticism because she had to recuse herself frequently from cases that involved firms that either she or her husband had represented in private practice. White is now in her second stint at law firm Debevoise & Plimpton.

Hiring an outside attorney or outside firm is common practice for universities investigating their own employees. The practice allows schools to put outside eyes on a case rather than employees who may be compromised because of their roles within the university. Potentially more importantly, it allows schools to use attorney-client privilege as a shield against open records laws and subpoenas. Pepper Hamilton produced minimal written product for Baylor for a reason. No one can subpoena documents that don't exist.

That doesn't necessarily mean a school is hiring the investigator to whitewash the case. Baylor took drastic action based on Pepper Hamilton's findings. After a scathing Chicago Tribune report that interviewed dozens of former Illinois football players, that university hired a Chicago firm in May 2015 to investigate allegations against football coach Tim Beckman. Beckman was fired with cause in August 2015. It's easy to say that it was easy to fire Beckman because of his poor record, but that certainly wasn't the case with Briles, who had taken Baylor from a doormat to a pair of Big 12 titles.

Also, remember that this is Ohio State. The Buckeyes fired Woody Hayes, the best coach in the program's history, the day after he punched a Clemson player during the Gator Bowl. When it became clear in 2011 that the NCAA would hand down penalties that would make it difficult to continue to employ coach Jim Tressel—who had been caught lying to NCAA investigators about an infractions case—Tressel was forced out. (He officially resigned, but that's pure semantics.) Nothing about Ohio State's history says it will bend to protect a football coach if school leaders believe the coach has done something fireable. There is good reason for this. The last time Ohio State went more than five years without a double-digit win season was from 1987 to '92. Since then, the Buckeyes have won at least 10 games 19 times. This program is almost always going to be good no matter who is coaching, and nearly every coach in America will line up to take the job every time it opens. This means two things. Yes, Meyer could be fired if investigators find he didn't handle the Smith situation or another situation properly. It also means that we shouldn't assume the investigation was a sham if Meyer is allowed to return to work. The incentive here—financial and otherwise—is to do as thorough an investigation as possible. History says Ohio State can always win football games. So its reputation is the more important thing to defend.

ATHLETIC DIRECTOR GENE SMITH'S POSITION WITH REGARD TO THIS CASE REMAINS A MYSTERY.

Perhaps the most interesting part of Zach Smith's media blitz on Friday was his assertion that Gene Smith knew about a domestic violence accusation against Zach Smith in 2015. We have yet to hear any public comment from Gene Smith since the investigation began, and if we're going to question what Meyer knew and did, it's only fair to question what Meyer's boss knew and did.

The investigation should shed some light on this, but Meyer's statement on Friday combined with Zach Smith's interviews put Gene Smith in the crosshairs of the investigation as well. Meyer asserts he handled the accusations properly, and Zach Smith asserts Gene Smith knew. If both those things are true, then the onus could shift from Meyer to Gene Smith. Of course, Meyer asserted that he handled the accusations properly in the same statement in which he admitted to providing inaccurate information at Big Ten media days. His version of handling something properly might not align with someone else's, just as his version of providing inaccurate information might just be called lying depending on who is hearing the words.

The Meyer-Zach Smith news dumps on Friday afternoon seem to put Meyer and Gene Smith in direct conflict, but we don't know that for sure. And we may not know until the investigation wraps. But we do know when that might be, so we'll wait to see what other information emerges between now and the close of the investigation.

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Urban Meyer investigation: What's at risk for Ohio State, Buckeyes coach

Bill Bender

Sporting News

6 August 2018

COLUMBUS, Ohio — Urban Meyer remains on paid administrative leave while a special board formed by the Ohio State University Board of Trustees continues to investigate the coach's conduct in the aftermath of the firing of assistant coach Zach Smith on July 23.

As the uncertainty surrounding the football coach continues, the timetable of the investigation — announced on Monday to end within two weeks' time — will continue to be in focus as the season opener against Oregon State on Sept. 1 nears.

Sporting News breaks down the most frequently asked questions heading into the second week of a controversial situation. SN college football writer Bill Bender answers those questions.

Did Urban Meyer commit an offense that merits termination?

That's on the investigation to figure out, and this Sports Illustrated report does an excellent job of laying out the grounds of trying to find out whether Meyer lied to his superiors or violated university policy as it pertains to reporting alleged misconduct by employees who report to him.

Most of the investigation will center around a 2015 incident involving Zach Smith and his ex-wife Courtney Smith, which was first detailed in a report by national college football writer Brett McMurphy. Meyer originally denied knowledge of that incident at Big Ten Media Days, but contradicted that in a statement released on Friday in which he

said he “followed proper reporting protocols and procedures” with the incident. Meyer kept Smith on the staff until firing the assistant coach just hours after McMurphy's original report on July 23.

That still leaves unanswered questions. If Meyer knew Smith was involved in a pattern of domestic violence allegations, the question centers around why Meyer kept Smith on as an assistant coach on his staff until 2018 — and whether athletic director Gene Smith had a role to play in that decision.

The university must determine whether Meyer's response was adequate. If so, the grounds for firing Meyer will be more complicated.

If Ohio State fires Meyer without cause, it could owe the coach more than \$38 million and face a potential lawsuit — but there is a clause within Meyer's contract that could be a sticking point. Those terms read:

“Failure by Coach to promptly report to Ohio State's Deputy Title IX Coordinator — Athletics or Ohio State's Title IX Coordinator any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff or that is in connection with a university sponsored activity or event.”

What helps Meyer's case to stay at Ohio State?

After a 2009 arrest at Florida, Zach Smith was never arrested for any incident involving his ex-wife during his tenure at Ohio State — according to a revised 2015 report from the Powell (Ohio) Police Department. Meyer admitted to knowing about the 2009 incident at Big Ten Media Days and followed protocol there.

The only proven mistake Meyer made is failing to offer an explanation with the media at Big Ten Media Days. The details surrounding Zach Smith and Courtney Smith are still be played out in court, and Zach Smith will appear in court on Aug. 14 in association with criminal trespassing charges stemming from a May incident.

Meyer also has the support of a faction of the Ohio State fan base. He's a popular coach with a 73-8 record, including a 6-0 record against rival Michigan, and led the Buckeyes to their last national championship in 2014. Fans started an online petition over the weekend and plan a rally on Monday in support of Meyer at Ohio Stadium.

What hurts Meyer's case to stay at Ohio State?

Meyer's statement and Zach Smith's interview on "SportsCenter" on Aug. 3 did not mesh well, especially when Smith "it would be a crime" if Ohio State fired Meyer. That was a poor choice of words given the history of domestic violence allegations and incidents involving his ex-wife. Zach Smith's defense of Meyer might have hurt more than it helped.

As for Meyer, his statement came with an air of defiance. It closed with, "I look forward to rejoining (the team) soon." That hints that Meyer is going to fight for his job, and he's willing to speak out while on paid administrative leave to make his case.

Urban Meyer

✓@OSUCoachMeyer

4:22 PM - Aug 3, 2018

Friday's media circus was not a good look for Meyer, Zach Smith or Ohio State, and Meyer's credibility as a head coach has been damaged through this process. Meyer's history at Florida — where 31 players were arrested during his tenure — only further fuels the perception he has a win-at-any-cost mindset.

That Meyer and Zach Smith both said they reported the 2015 incident through the proper channels puts some of the scrutiny on the Ohio State athletic department. That's another unsettling layer that needs to be peeled back.

Is Ohio State athletic director Gene Smith also on the hot seat?

If Smith had the same knowledge about the incidents for which Meyer is being investigated — and which Meyer made clear he'd told Gene Smith, corroborated by Zach Smith's "SportsCenter" interview — then he would seemingly face further investigation from the university, especially if he was the highest up the chain of command to know of the incident. That's another question the investigation must face, and it will be interesting to see how Ohio State University president Michael V. Drake answers.

What are the possible outcomes of the investigation?

Meyer will either be fired or retained, possibly with some form of suspension. Given the line-in-the-sand nature of Meyer's statement on Friday, those appear to be the only courses of action following the investigation; there is no in between. There's another scenario gaining traction, one in which Gene Smith gets fired and Meyer is suspended, though that seems like a half-measure. It's more plausible both will stay or go together.

What's Ohio State's biggest risk in retaining Urban Meyer?

It opens the university up to more scrutiny, given a similar scenario that unfolded in 2011 with former coach Jim Tressel, who was originally suspended for two games before resigning amid the Tattoogate scandal. If Ohio State retains Meyer, detractors will use that as affirmation the university values football over everything else — a fair criticism if Meyer faces no punishment.

Meyer's job status has become a divisive issue in Columbus, and it's being challenged in a climate where domestic assault and sexual abuse have become leading social issues. Even though Smith has not been charged, the court of public opinion has a strong influence, too. That might not matter in Central Ohio — but again, it opens the program up to more scrutiny and could have long-term consequences down the line if Meyer becomes involved in another scandal.

How much money is on the line at Ohio State?

Meyer is scheduled to make \$7.6 million in 2018 and has a buyout for a little more than \$38 million. If Ohio State can fire Meyer with cause, he won't be able to collect that buyout. If Ohio State can't prove a cause, they could face a potential lawsuit. Forbes.com reports that this also could have an impact on the program, which is worth more than \$100 million. Revenue and television deals could be impacted if Meyer is fired.

If Meyer is fired, would he be a head coach in the FBS again?

That will depend on the results of the investigation. If Meyer is fired at Ohio State, other FBS schools will be hesitant to bring in a coach connected to a domestic violence issue involving a former staff member.

Still, schools will be tempted, given his track record of success on the field.

Meyer is 177-31 through stops at Bowling Green, Utah, Florida and Ohio State. He wins everywhere, and he wins big. Art Briles just got another coaching job, albeit overseas. Another FBS program would likely, eventually, bet on the reward over the risk with Meyer — just like Ohio State did in 2012.

How would the Ohio State football program respond if Meyer is fired?

There would be an up-and-down transition with interim coach Ryan Day, but the long-term health of the program would be the same. Jim Tressel won at a high level before he resigned in 2011. John Cooper won at a high level but struggled against Michigan and in postseason games. Earle Bruce and Woody Hayes won at Ohio State, too, but they also had unceremonious exits.

In other words, more wins aren't going to help Meyer in this case.

Meyer's departure would hurt in the short term, but the next coach will have the same resources to work with at a Big Ten powerhouse, one of the most consistent winners in the sport. The next coach would face the same high standards, but they'll have the same opportunity to win big.

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Writers' Roundtable: Osuna, Meyer, domestic violence plagues sports world

Nick Talbot

San Antonio Express News

05 August 2018

...Text messages to his wife reveal Urban Meyer may have known of a 2015 allegation of domestic violence Ohio State assistant football coach Zach Smith, who was fired in July. Should Meyer be fired himself?

McDonald: Yes. And what a stupid way to go, covering for a no-name, easily-replaced assistant coach. Hubris of the highest order.

Moyle: No question, Meyer should be out at Ohio State. He should be out of football. For how long, I can't say. But this man should not be in charge of any program right now. He blatantly, shamelessly lied to protect an employee with a disturbing history of violence against women. But given what happened under Meyer's watch at Florida, none of this comes as much of a surprise. Hopefully, Ohio State will do the right thing — a lot to ask these days — and sever ties with Meyer.

Orsborn: I don't think he'll survive this, so maybe the wise move would be to step down even before the investigation runs its course. After all, it can't be forgotten that during Meyer's six years at Florida, roughly 31 players were arrested, with several tagged with serious battery or felony domestic assault charges, according to USA Today. From a big-picture standpoint, this question needs to be asked nationally: Why are so many coaches and institutions willing to tolerate misconduct among players and staff?

Young: If Meyer knew about the allegations and did nothing, he should not return as head coach at Ohio State. Meyer should know that his role at the university is not just to serve as coach, but as a leader of young men and women who view him as more than just football official. Meyer is paid a lot of money to coach and with that comes responsibility. Again, if he indeed knew what allegedly occurred he needs to be held accountable, too...

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Doyel: Urban Meyer will be fired unless Ohio State values winning above truth

Gregg Doyel

Indianapolis Star

05 August 2018

Ohio State will fire football coach Urban Meyer because he stood in front of television cameras – he stood there, last week at Big Ten media day, in front of the country – and lied when asked why he hadn't fired assistant coach Zach Smith after a 2015 allegation of domestic violence.

Because there was no 2015 allegation, Meyer had said at Big Ten media day in Chicago.

And that is why Ohio State will fire him. Because yes there was a 2015 allegation, and Meyer knew about it on July 24 in Chicago – he had known about it for three years, since 2015 – and now he admits he knew about it. He's not sure why he lied in Chicago, he suggested in a statement he put out Friday. He feels badly. He will be fired.

Or not.

Ohio State will not fire Urban Meyer because he has admitted his mistake, admitted his lie, learned his lesson, surely won't ever do that again. Ohio State will not fire Meyer because he did, ultimately, do the right thing when he fired Smith on July 23 after a report surfaced about a pattern of domestic violence allegations against Smith. And Meyer did, ultimately, do the right thing by clarifying what he knew about the 2015 allegation and when he knew it.

Also, Ohio State will not fire Urban Meyer because he is the second-most successful coach in college football, behind only Alabama's Nick Saban, and because Ohio State needs Meyer's football program to generate enough money to fund just about every other sport on campus – and because Meyer's \$90 million football program does it. Ohio State

will not fire Meyer because the school cannot simply replace a force of nature like this, not with any reasonable expectation of staying among the top five programs in college football.

Unless Ohio State decides winning isn't everything.

In which case, Ohio State will fire Meyer because he didn't merely tell a lie. What he did was so much worse. What he did was take a known allegation of domestic violence – known to him, because the alleged perpetrator, Zach Smith, had told him about it in 2015 – and pretended it never happened.

Insisted it never happened.

Ohio State will fire Urban Meyer because he took a page out of the Lance Armstrong Liar's Playbook and went far beyond lying to protect himself. Ohio State will fire Meyer because, when he lied at Big Ten media day about the 2015 incident, he turned the tables on his accusers – and undermined the alleged victim, Courtney Smith – by saying: "There's nothing ... I don't know who would make a story like that."

Meyer lied so forcefully, he made whoever was telling the truth out to be the bad guy.

That's why Ohio State will fire Meyer, and not because – though it really deserves to be mentioned – he has a track record of talking tough about domestic violence and swinging a very small stick.

Remember Meyer's reign of terror at Florida, where dozens of his players were arrested – literally, more than 30 Gators were arrested in his six years there –including a running back named Chris Rainey, who was charged with aggravated stalking after he texted a woman that it was "time to die."

Meyer let Rainey play again because Rainey was fast. And fast players beat less fast players. Florida didn't fire Meyer for that egregious lack of human decency because Florida was spineless.

Ohio State is not, and it will fire Urban Meyer because he was representing the Ohio State University on July 24 when he lied about allegations of domestic violence, and Ohio State cannot be made a fool by its highest-paid, highest-profile employee. Ohio State will fire Meyer because, in the statement he put out on Friday, he felt the need to include the words "here is the truth," because even he knows this much: After Big Ten media day, who's going to believe him? Who will believe him, on any matter, no matter how forcefully he speaks, ever again?

Then again ...

It's possible Ohio State will not fire Urban Meyer, because while domestic violence is a matter of grave and growing importance, Ohio State believes this:

It's not as important as winning football games.

And if Ohio State doesn't fire Meyer, that right there would be the only reason why.

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Ohio State fans signing petition, to hold rally for Urban Meyer

Dan Murphy

ESPN

6 August 2018

Ohio State fans are rallying to show their support for Urban Meyer both online and on the ground in Columbus as the head coach remains on administrative leave pending the results of an ongoing investigation.

More than 23,000 people have signed a digital petition as of Monday morning to keep Meyer from being "wrongfully fired" in the wake of the coach admitting he failed to disclose what he knew and when he knew about allegations that a former assistant physically abused his ex-wife. Fans of Meyer are also planning a demonstration of support outside the campus football stadium.

"This will be a brief rally. Nothing but positive words for our coach," Jeff Hamms, the event's organizer, said in a Facebook post Sunday night. "That's all this is about. This has nothing to do with any of the domestic violence situation with [our ex-] coach. This is simply to lift up Urban Meyer. That's it."

Ohio State placed Meyer on paid administrative leave last week after Courtney Smith, the ex-wife of former Buckeyes coach Zach Smith, told college football reporter Brett McMurphy that Meyer knew about a domestic abuse incident in 2015 and did not act. A week before Courtney Smith's interview, Meyer told reporters that he was unaware of any issues the Smiths had in 2015 and "never had a conversation" about the alleged incident.

Meyer backtracked Friday in a written statement in which he said he followed proper protocol in reporting the 2015 incident. He apologized and said he was "not adequately prepared to discuss these sensitive personnel issues with the media" when he denied any knowledge of the 2015 incident. Meyer's statement was released while Zach Smith was in the middle of an interview with ESPN. Smith told ESPN that Meyer pulled him out of a practice in October 2015 to ask about the incident.

Smith said he would be heartbroken if Meyer lost his job because of the way he has handled this situation.

"If the pressure builds on this to the point where Urban Meyer would lose his job, that's a crime on everyone else," Smith said. "That's not a crime on him. He did nothing wrong. He didn't know about half of the allegations or most of the allegations that are being thrown out like there is some serial abuser here. The ones he knew about, he handled the perfect way."

Not everyone in Columbus has thrown their unconditional support behind Meyer in the past week. Some fans have said they want to hear more information before making up their minds about whether they would be happy if Meyer remained as the head of the Buckeyes' program.

"I think it's bigger than football. It's bigger than Urban Meyer," said Aghiad Daboul, a sophomore at Ohio State. "It's about the university and the name of the university as a whole. ... If letting go of Urban Meyer is the best thing for the university, and if he truly turned a blind eye to that, then yes, I think he should go."

Hamms, who organized the rally, said the feedback he's received has been 95 percent positive. He said he has received some pushback and at least one person has asked him not to hold the rally.

The rally Monday night will take place outside Ohio Stadium.

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Media Circus: Dale Hansen isn't afraid to share his opinion, much to the dismay of Jerry Jones

Richard Deitsch

The Athletic

6 August 2018

As a noted Jerry Jones-ologist — his 2014 ESPN The Magazine profile on the Dallas Cowboys owner might be the closest to a definitive piece on one of the most powerful owners in professional sports — ESPN investigative reporter Don Van Natta Jr. tweeted out something last week that caught my eye as a sports media nerd. The tweet went: “Jerry Jones told me no media critic had done more to annoy, aggravate and infuriate him than @dalehansen of @wfaa in Dallas. Watch this to understand why.”

Van Natta Jr. then linked to a one minute and 11-second video commentary that Hansen had delivered that day — a clinic in exposing the hypocrisy of Jones when it comes to his policy on the national anthem. The clip has been viewed nearly 200,000 times as of this writing and blew up, in part, because someone very significant sent it out the commentary his social media feed:

LeBron James.

LeBron James

✓@KingJames

□□□□□□

Shaun King

✓@shaunking



Thank you Dale Hansen for these SUPER FACTS on Jerry Jones and the National Anthem. This man calls out the blatant hypocrisy and white privilege for what it really is. We need for Dale Hansens in the world!!

12:04 PM - Aug 2, 2018

The NBA star sent that out from his Twitter feed on Aug. 2 and at this writing, that tweet alone has over 15,000 retweets and 44,000 likes. Needless to say, Hansen was stunned when he learned James had taken an interest. He said he was scheduled to do an interview with Cowboys quarterback Dak Prescott on Thursday at the Cowboys' facility in Oxnard, Ca. when he was approached by Sean Hamilton, the director of sports and special projects at WFAA-TV.

"He said, 'Did you hear who retweeted your latest commentary? LeBron James.' I was like, What? Really? It just sent a chill up my back and I hope I never lose that feeling," Hansen said. "I am flattered. I am intrigued. I never dreamed anything like this would happen to me in this crazy business, which started with me wondering if I could be a disc jockey. Now here I am and LeBron James is sending retweets about my work. Ellen DeGeneres had me on her show a couple of years back. It's been amazing."

If you have heard of Hansen before, it is likely from his commentary on Michael Sam in Feb. 2014 which went global and drew praise from boldfaced names such as DeGeneres. (Hansen said he personally received more than 6,000 emails from viewers following the Sam piece.) Or perhaps from his commentaries on racism in the Dallas suburbs or political dog-whistling. He was expertly chronicled by Dallas native Bryan Curtis for a 2015 Grantland piece that described him as "a blustering, vainglorious, near-mythic figure in Dallas sportscasting."

The idea of talking to a sports media member with a Ph.D. in annoying Jerry Jones was too appealing to pass up. So I called Hansen on Sunday afternoon and read him Van Natta's tweet, which he had not seen. Hansen laughed uproariously.

"I am flattered," Hansen said. "I wear it as a badge of honor. I really do. The critics wear me out, the people who think they know me. But I think he is right about that. I think I am probably the biggest thorn in Jerry's side. I am flattered he thinks I am his biggest critic because he deserves a lot of it."

Hansen is 70 years old, which makes him a unicorn in local sports broadcasting. Once the kings of the earth, swanning the local bistros like Ron Burgundy, the longtime local sports anchor has been going the way of the dinosaur for some time. But Hansen remains a fixture in Dallas and says his age and standing in his market gives him unique leverage for his commentary.

"From a station perspective, the fact that I am allowed to say some of the things I do without question is because of my chronological age and 38 years in Dallas," Hansen said. "I have reached a point where I can afford to get fired again. But at the end of the day the only thing that really matters to me is whether I can look in the mirror at the guy

shaving and not feel ashamed. I don't know how most of the politicians can say things they do and look at the person in the mirror shaving. I don't know how Jerry Jones does it sometimes."

Hansen said he did not expect much to come of his Jones commentary last week.

"I mean I liked a couple of lines in there and Jerry Jones with his cap on was funny to me," he said. "I never have understood why something resonates from California to Maine. Sometimes I write something that I think will blow up and I get two emails on it."

This time, it led to the James retweet, and a glowing profile by The Washington Post, featuring the headline: Sports broadcaster Dale Hansen, 'a fat, white guy in a deep red state,' is an unlikely liberal hero.

"I'm hearing from a lot of people who are more impressed with LeBron James tweeting the commentary than the commentary itself," Hansen said, laughing. "At the end of the day all I think I do is speak from the heart. I don't care if people agree or disagree with me. I have never said anything I don't believe or just to spark a reaction. I write about an issue and 99.9 percent of the time it is related to sports because sports is life. Without question, I am an unabashed liberal. I try my very best – and I don't know that I always succeed – to be fair in whatever particular argument it is. I feel good about identifying myself as a liberal so you have the opportunity to run it through that prism. If you think my argument is skewed because of my personal beliefs, good. Now you know."

(Worth noting: Dallas has large pockets of Democrats and Barack Obama and Hilary Clinton each took Dallas County. But, indeed, Hansen delivers his commentaries in a red state. He began in Dallas in 1983 when he replaced Verne Lundquist at Channel 8.)

Hansen says one of the things he finds hilarious about his current designation is that in the early 1990s people were critical of him because they thought he was too much in the tank for Jones. While Hansen was initially skeptical of Jones much like most of the Dallas sports press core when Jones bought the Cowboys, he quickly changed his tune after speaking with Jones, then-coach Jimmy Johnson, then-defensive coordinator Dave Wannstedt. Then came the rocky times including this 1997 story Hansen wrote for D Magazine claiming he was fired from his job broadcasting games on the team's flagship radio station because of his criticism of the Cowboys on WFAA-TV Channel 8.

"We used to have a very good personal relationship," Hansen says of Jones. "I have closed down more than one bar with Jerry Jones late at night. There were probably instances where it was too personal but I have always somewhat done that because at the end of the day that is who I am.

"When I blew them up for Greg Hardy or Zeke Elliott or whatever the issue was, I guess people are surprised that I

don't hear from them. (Former Cowboys president) Tex Schramm used to complain all the time. Whenever I would say something about the Cowboys back then, he would just scream at me."

But there is a nuance to Hansen's relationship with the Cowboys brass. On Thursday afternoon, Hansen said he received birthday wishes (he turned 70 on Aug. 2) and a big hug from Marylyn Love, Jones's personal assistant for four decades. "I am without question Jerry's biggest critic in town and his top person treats me like I am the sweetest guy she knows," Hansen said. "Now once I walk by her does she turn to her friend and say, 'That piece of shit, I can't stand him.' Maybe, but I don't think so."

One question I had for Hansen is why he thinks Jones still does interviews with him.

"The main reason is without question he likes to be on TV, period," Hansen said. "But while he does not like me anymore and there is no question about that, I think deep down at the end of the day he has a certain amount of respect for how I do my job. While some people might disagree with how I do it, I decided a long time ago this is who I am and who I am going to be."

## The Ink Report

1. Kurt Warner will be the next game analyst for Westwood One's Monday Night Football package. Per sources, Warner and Westwood One have come to a verbal agreement and formal terms will be concluded soon. Warner replaces Boomer Esiason, who decided not to return as color analyst after 18 years in the Monday Night Football booth. The move creates a seamless transition for Westwood One given Warner has been in a fill-in on the audio broadcast. Warner will pair with longtime play-by-play announcer Kevin Harlan on Monday Night games as well as the radio broadcast of the Super Bowl. A member of the Pro Football Hall of Fame and a four-time Pro Bowl quarterback, Warner has been an analyst for the NFL Network since 2010.

Earlier this year Warner was one of the candidates who tried out for the Monday Night Football job that eventually went to Jason Witten. Said Monday Night Football play-by-play announcer Joe Tessitore of Warner's audition: "He was unbelievably prepared, a CEO, stately, senatorial, commanding and had a dominating audition. He had nearly flawless game broadcast mechanics. Superb."

2. Fox released its NFL broadcast teams last week and much of the groupings are similar to last year with one notable exception – the network is using a number of broadcasters who will make their NFL sideline reporting debut.

That group includes Shane Bacon, Karyn Bryant, Doug Gottlieb, Sarah Kustok and Sara Walsh.

Kustok is particularly notable given her excellent work as a color analyst on NBA games — she is the full-time solo TV analyst for Brooklyn Nets games and has been praised by pretty much any NBA reporter or commentator worth following. She will join Sam Rosen and Cris Carter (also in a new role for him) for the Tennessee Titans-Miami Dolphins Week One opener at 1 p.m. on Sept. 9. Kustok said that Jacob Ullman, a senior vice president of production and talent development at Fox Sports, pushed for her to get the opportunity knowing Kustok is fond of the NFL and previously covered it in Chicago.

“I look at every assignment as a challenge regardless of whether it’s a league, sport, or team you know inside-out, or one that is new or hasn’t been a part of your regular coverage,” she said in an email this week. “I have the privilege of being partners with Ian Eagle on the NBA side who has been in the business for nearly 30 years and he still prepares for every single game like it’s his first. And of course I try to do everything Eagle does because I believe he’s the best in the business.

“So even now I’m looking at what is happening in training camps, storylines, talking to those in and around the NFL, and trying to stay on top of what is going on in the league as a whole. As it gets closer the prep will amp up. When I began my television career, the primary sports I covered were basketball and football at the college and high school level, as well as occasionally covering the Bears when I worked in Chicago. So I couldn’t be more excited to have this opportunity. My main goal is to see if I can make Cris Carter run a few routes to critique my accuracy and arm strength.”

2a. Here are Fox’s NFL broadcast groups:

— Joe Buck, Troy Aikman and Erin Andrews.

— Kevin Burkhardt, Charles Davis and Pam Oliver.

— Kenny Albert, Rondé Barber and various reporters.

— Thom Brennaman, Chris Spielman and Shannon Spake or Peter Schrager.

— Chris Myers, Daryl Johnston and Laura Okmin.

— Dick Stockton, Mark Schlereth and Jennifer Hale.

3. The blockbuster story from longtime college football reporter Brett McMurphy — alleging that Ohio State coach Urban Meyer knew in 2015 of domestic abuse allegations against a member of his coaching staff — will be a real test for ESPN and Fox Sports, which share the Big Ten football media rights and employ a ton of college football commentators, many of whom are tight with Meyer. ESPN executives are particularly close to Meyer given he worked for them in 2011 and has been a frequent guest on ESPN programs. He has also given ESPN excellent access to Ohio State football. On a media angle, there is a great irony that McMurphy is still being paid by ESPN. He was laid off by ESPN last April and the network is paying him through the second week in August as per his contract.

Last Thursday, I taped a 47-minute podcast with McMurphy regarding the charges from Courtney Smith, the ex-wife of a longtime assistant of Ohio State football coach Urban Meyer. Smith called into question Meyer's claims he was unaware of a 2015 allegation of domestic abuse against the assistant.

In the podcast, McMurphy discussed the timeline of his reporting; how he first contacted Smith; why Smith spoke on the record with McMurphy; what Smith's reaction was to McMurphy's questions; the duration of those interviews with Smith; the paper trail that McMurphy tracked down for his reporting including law enforcement records; why he broke this story on Facebook; why he could not write this for another publication because of his current contractual situation with ESPN; his expectations on how many people would read his story; what breaking the story on Facebook says about the traditional mantra that subjects will turn to big media; how Meyer forwarded the story with his responses during Big Ten Media Days; why he finds Smith believable; whether McMurphy had lawyers vet his piece; why he didn't reach out to Shelly Meyer; his concern about a negative backlash among some in the Ohio State fanbase; his thoughts on being laid off by ESPN in 2017; why he decided to appear on ESPN properties after they let him go; what is next for him professionally and this story.

3a. McMurphy told me on Saturday that he has been contacted by 50 current ESPN employees offering praise for his work. (One text from a current ESPN TV analyst: "Way to stick it up our ass!! Great job.")

Many ESPN staffers remain upset with the mass layoffs over the past couple of years so staffers contacting McMurphy is no surprise, especially given how many people McMurphy worked with in his five years at ESPN.

But here is something I found notable when McMurphy told me this weekend: A current ESPN anchor who McMurphy did not want to ID texted him and asked what his employment situation, and how he was financing his reporting on Courtney Smith and Ohio State.

"Then the anchor said if you need help in any way, I will help you," McMurphy said. "I was blown away. Here's a current ESPN anchor offering to help pay for my traveling expenses, etc., so I could continue to report this story. Even though ESPN was trying to report the story on its own."

3b. Rebecca Lowe, the host of NBC Sports Group's Premier League coverage, as well as an Olympic host, will be the next Sports Media Podcast guest later this week.

#### 4. Non-sports pieces of note:

- Via Nick Greene of Chicago Magazine: Hammacher Schlemmer: the World's Most Peculiar Company.
- From Martin Chulov of The Guardian: Osama bin Laden's mother speaks.
- From Diana Whitley, for Longreads: The Killer Who Spared My Mother.
- From Pro Publica: When Public Records Are Not Public.
- From Lorissa Rinehart of narrative.ly: This Black Woman Was Once the Biggest Star in Jazz. Here's Why You've Never Heard of Her.
- Via New York Times Magazine's Nathaniel Rich: Losing Earth: The Decade We Almost Stopped Climate Change.
- Via Politico: How Silicon Valley Became a Den of Spies.
- Two pieces on Twitter: From Polygon's Julia Alexander and Jennifer Senior of the New York Times.
- Via Ed Caesar of The New Yorker: The Reputation-Laundering Firm That Ruined Its Own Reputation.
- The halving of America's newspapers has already happened. It only gets worse from here. From Margaret Sullivan of The Washington Post.
- The greatest upset in quiz show history. By Lynn Q. U of Slate.

#### Sports pieces of note:

- From Rachael McDaniel of Baseball Prospectus: Transaction Analysis: Violence.
- From Robert Klemko of The MMQB: Ray Lewis, and the Bubble That Has Sheltered Him.
- ESPN's Kevin Van Valkenburg on covering Lewis for The Baltimore Sun.
- Via Mike Sielski of the Philadelphia Inquirer: The death of a football referee.
- From Van Valkenburg: Nick Saban is more than a scowl.

5. ESPN announced last week that it had signed an exclusive seven-year agreement with Top Rank (from 2018 to 2025)

that includes 54 events per year, as well as shoulder programming, classic fights and studio content. Top Rank on ESPN content will air on ESPN linear networks or stream on ESPN+. The network also announced it had signed a multi-year deal with Andre Ward to serve as an on-site studio boxing analyst for ESPN.

5a. UniMás and UDN (Univision Deportes Network) said its coverage of the MLS All-Star Game drew more viewers than ESPN's English language telecast by 10 percent among total viewers and 26 percent among with Adults 18-49. The network said they drew 495,000 total viewers for Juventus's win over the MLS All-Stars. (But here's the rub per Sports Media Watch: Last year's game was on over-the-air Univision and drew 1.5 million on Univision/UDN, the largest MLS All-Star audience ever on a single network.) ESPN drew 452,000 viewers for its telecast, up eight percent in viewership from last year (420,000, airing on FS1).

5b. Per Sports Media Watch: The Bears-Ravens NFL Hall of Fame Game last Thursday drew 6.77 million viewers on NBC, down 18 percent in viewership from last year (Cowboys-Cardinals 8.2 million) and down 38 percent from 2015 (Vikings-Steelers: 11 million). Sports Media Watch said excluding games on NFL Network, it was the least-watched Hall of Fame Game in at least 20 years.

Now here's why no one should overreact to that viewership number:

Anthony Crupi

@crupicrupicrupi

The NFL Is Not Dying, Pt. LXIX: NBC's coverage of the meaningless scrimmage that was the Ravens-Bears Hall of Fame Game on Thursday night averaged 6.77 million viewers and a 4.1 household rating, edging Game 5 of the 2018 Stanley Cup Final (6.59 million viewers, 3.9 HH).

3:40 PM - Aug 4, 2018

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**Subject:** [cfaa-elite-clips] Urban Meyer investigation: Transcript of Zach Smith interview

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Ohio State football/Urban Meyer investigation: Transcript of Zach Smith interview

Bill Rabinowitz

Columbus Dispatch

05 August 2018

Zach Smith spoke publicly for the first time on Friday in the aftermath of his firing as Ohio State wide receivers coach amid accusations of domestic abuse against his ex-wife.

He spoke with Dispatch Ohio State football beat writer Bill Rabinowitz in a wide-ranging interview that included discussion of the allegations, his termination and head coach Urban Meyer's involvement in the matter.

Here is the transcript of that interview.

**Question:** One of the big questions is whether you told Urban directly about what was going on that you'd been accused by Courtney of domestic abuse.

**Answer:** No, I never shared anything with him other than this 2015 accusation that I actually found out about from the administration at Ohio State when Gene called me. But I didn't tell him about it. Gene or someone else did.

I discussed it with him but I didn't tell him about anything because I didn't believe and I still don't firmly believe that marital issues need to be my boss's issue. It's between me and my wife and we'll work it out. We'll figure out what to do, what's wrong. It's not his burden to bear so I didn't involve him.



Q: When did Urban find out there were allegations?

A: I think the only thing he knew was when the 2015 accusations came out – and those were allegations over years. I don't know why they came out when they came out. I don't know why the accusation came out when it happened – obviously we were already getting divorced so it wasn't a great relationship. That's when he found out that she was going to accuse me of that.

Q: What did he say to you when he asked you what happened?

A: He was not happy at all, obviously. He asked me, "What the hell happened? What's going on right now?" I explained the whole story of what the accusations were, that I voluntarily went to the police station to basically provide a statement on anything they had or anything they wanted to talk about so I could make sure this didn't turn into a witch hunt. I told him all about that interview. He looked at me and said, "All right, I'm going to let investigators do their job and investigate this but I swear to God if you hit her, you're fired." I said, "Coach, I already know that and I didn't hit her, so I'm fine."

Q: I've seen the photos of her arms being red and seen that it might have been from a prior incident, perhaps 2010.

A: I don't know what they were from. I don't know what caused them. I don't know when they were. We really didn't have volatile domestic issues in 2010, 2011 2012. Our marriage was actually doing pretty decent. So I don't know when they're from. But I don't believe they'd be from 2010.

Q: But you believed it was pretty much common knowledge in the Woody Hayes center about your marriage failing, right?

A: Yeah.

Q: And you see that core value about having respect for women on the wall of the facility?

A: Absolutely.

Q: You said it was OSU athletic director Gene Smith who called you while you were on a recruiting visit and told you to return home. What was his involvement?

A: He didn't really have much involvement with me other than he's the one who told me they got a phone call from the Powell police and I needed to come home and they had to find out what was going on. I think I talked to him one other time a little bit later about it just to update him. Outside of those two conversations, I had a couple conversations with Urban and that was about it. They were letting the police do their job before they had any reaction.

Q: How often did police come to your place?

A: All these (reports of) domestic instances where the police was called were a surprise to me because I've never seen a police officer (because of an incident). I've never been there when a police officer was called over some domestic incident. The only time I saw a police officer is when I drove myself to the Powell police and walked in to see one so I could find out what was going on and provide my stories. I'm not saying they didn't happen but I wasn't there when the police showed up. I don't know how many times they were called. I've heard different numbers about that, but I have no idea.

Q: At that point — October 2015 — you were separated?

A: Yeah, we were separated.

Q: When did you separate?

A: I want to say like May of 2015.

Q: Do you know what the specific incident in October 2015 was?

A: I don't. I don't remember it. After we got separated, we would still hang out with the kids. It wasn't like, cut ties, separate and never talk again. It was a very confusing time for both of us, trying to get through it. It was certainly a relationship that seemed to be over, probably needed to be over, but wasn't necessarily over. I don't know what incidents caused this whole thing. In October, I think it was actually a dispute about whether I'd have my son or not, but I honestly don't remember.

Q: You have said you were not a great husband. How much do you regret your behavior in the marriage, or was this just two people who shouldn't have been together?

A: I have regrets for sure. I definitely could have been a much better husband, a much more supportive husband, and could have not caused escalation in arguments or situations. It seemed when I got engaged and was going to get married it seemed like it was definitely the right decision. It obviously doesn't look like it was right now, but I have two beautiful kids from it, so I don't regret it.

Q: Is it hard to believe this has all happened?

A: I can't believe it at all. It still hasn't sunk in. I'm still in shock.

Q: The idea that what's happened could put Urban Meyer's job in jeopardy, how do you feel about that? (At this point, his attorney, Bradley Koffel, interjects and asks Smith to speak about the Big Ten media day question in which Meyer denied knowing anything about a 2015 incident.)

A: The fact his job is in jeopardy I think is outrageous. It's from pressure put on by media reports and not on actual actions. Now that people know Urban knew about it, that higher-ups at OSU knew about it. ... The way he handled it was the right way. Now people are trying to turn to this question at Big Ten media days.

I don't know what he was thinking. I'm not here to speak for him. I haven't spoken to him since I got fired. But my perception of it was – similar to my own perception when I read the initial reports going around the Internet from the people who quote-unquote “broke” this – was that I was arrested for felonious domestic abuse in 2015. My opinion of why he answered the way he did is that when it came up, he kind of freaked out, like, “When did Zach get a felony? I've never heard of that. No one ever told me this.” Then he called some people and said, “Dive into this. Get ahold of Powell police and find out if there were any felony charges or anything like that against Zach in 2015.” When they did that, (they saw) there were no felony charges in 2015 because ultimately it proved to be an accusation that was not real. Now he's getting his honesty in question over something that was misreported. I don't know that that's the case, but that's what I took from it.

Q: In Chicago, Meyer was not asked about a potential felony. Do you think it's possible he read something on Monday that it was a felony and that's what influenced his answer on Tuesday?

A: I believe that as he tried to rush and prepare for questions he didn't expect when he flew to Chicago my own (perception) is he read what was being said, so that when he was being asked about it he would have somewhat of a prepared answer. What was being said on the Internet is that (I) was arrested for felony in 2015. I think that's why he said that. That's just my perception.

I only think he thought that because I thought that. I've never been arrested for anything at Ohio State, let alone a felony.

Q: How did Meyer fire you?

A: He and Gene called me on speaker phone from Chicago on that Monday. It was short, to the point, didn't really give me a reason. They just said with everything going on, it's time to make a change and he no longer was going to have me as receivers coach.

Q: What was your reaction?

A: I was devastated. I understood it. I was worried that it might happen because of everything going on.

Q: Did you ask for an explanation?

A: I took it like a man. There wasn't anything they were going to say that was going to make me feel better about it. The decision was already made. I was going to be fired, so I'm good. I didn't need anything else.

Q: Did you expect it?

A: Not at all. It was in the back of my mind with everything going on, but I didn't see it coming at all. I knew it could be a possibility but I certainly didn't see it coming.

Q: Was that in part because you and Urban Meyer go back a long time?

A: No, I don't think so. I think just because I don't believe I did anything that was worthy of being fired. I didn't break any laws. I'd never been charged with anything other than 2009 which ended up getting dropped because it was just a bad situation but also nothing criminal. I did nothing to get fired. I understand why they had to do it. It was all because of the media backlash and all the negativity surrounding Ohio State. It needed to be done for the players and the university and the fans. So I got it (the rationale for his firing)] but I didn't necessarily think it was right.

Q: What's next for you?

A: What's next for me is I have to get through the legal hearings to make sure this gets all put to bed and the truth is at least somewhere out there. Then from there, I don't know where you go from this, but I'm sure I'll figure something out.

Q: Do you think you can get back into coaching?

A: It's what I've wanted to do since I was 8 years old, but I don't know if it's possible. I'll need to self-reflect and talk to people I care about and people I trust in the industry and see if that's even possible. If not, I'll have to move on. But if it is possible, it's been my dream since I was a little kid.

Q: Do you expect to talk to Urban Meyer again?

A: I'm sure at some point I'll talk to him. I don't know the timeline of that.

Q: I know that you went to Bowling Green as a walk-on, turning down scholarship offers, to play for Meyer. Why?

A: My grandfather (Earle Bruce) told me if I wanted to be a coach you had to go play for this guy.

Q: The fact that your situation has now affected him and put his job in jeopardy, what do you think of that?

A: I have a lot of thoughts about it. I think I'll bounce back and whether it's in coaching or something else, I'll be fine. But at least I played a part in this because it was my marriage and my relationship. The fact there's even conversation about him losing his job is absolutely criminal and wrong. I know what he did, how he handled it. He did the proper things. I was there and he did. For this to even be a topic of conversation or a possibility is absolutely against all logic, because he handled it the way he was supposed to. He did what he was supposed to do.

He didn't know about things that I didn't tell him about because they weren't his issue. When he did find things out, he reported them the way he was supposed to and handled them properly. For this to even be a question, it's a sad state of how society, the media, social media all works.

**Q: You've said that you were not a good husband. Beyond that, are you comfortable with the way you've conducted your life as an adult?**

**A: Yeah. I wish I didn't have a failed marriage. But other than that, I feel I'm a great father, a great football coach, a great recruiter. I'm very happy with myself other than a failed marriage that I definitely played a big part in.**

**Q: Your ex-wife has been targeted for criticism on the Internet, too. What would you want to say about her? It was clearly a volatile marriage, but what would you want to say about the way she's been treated?**

**A: I have chosen until today to remain quiet, take the high road and do this the right way for my children. I wish other people would have done the same. That being said, she's a great mother. My kids adore her. She does a great job with them. She's not a bad person. This is just a sad situation and I think it was mishandled by going a public route and that's only going to hurt my children. That's why I didn't partake in it. I let people write articles, say things, and I remained silent. It is what it is now.**

**Q: Then why speak out now?**

**A: Because I didn't think it would get this out of hand and this overblown. Now all of a sudden, it's not just me and my kids. They're already going to go through it. Now you're talking about players I love going through major change in a year that should be a great year, and it's unwarranted. I'm talking about good friends of mine employed at Ohio State that might possibly have their job jeopardized by this. At that point it was like, I can't just sit here quietly and not say anything when all these people I care about are now being implicated.**

**Q: Is there anything else you'd like to add?**

**A: It's unfortunate that all this stuff in the media, these text messages are being sent out without context or any understanding of what the conversation was. I'm choosing not to do the same because I've gone through my old phones and records and I have videos and pictures. But I'm choosing not to put it out there because I don't ever want my children to see that. I don't want them to see anything bad about their mother — or me. It's just sad that it's not the case with everyone.**

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Ohio State football: Meyer investigation expected to conclude in 14 days

Bill Rabinowitz

Columbus Dispatch

6 August 2018

Ohio State released some details late Sunday night about its committee investigating football coach Urban Meyer and said it expects the investigation to be completed within 14 days.

According to a statement released by the university, former Ohio House Speaker Jo Ann Davidson will serve as chairwoman of the six-person working group. It also includes Ohio State trustees Alex Fischer, Janet Porter and Alex Shumate, as well as former acting U.S. Deputy Attorney General Craig Morford and Carter Stewart, former U.S. Attorney for the Southern District of Ohio.

Meyer was placed on administrative leave on Wednesday after reports surfaced that contradicted his contention he did not know in 2015 that receivers coach Zach Smith had been accused by his now ex-wife of abuse. Meyer acknowledged later that he did not truthfully answer questions regarding the alleged incidents.

Decisions based on the investigation's findings will be made by OSU president Michael V. Drake in consultation with the board of trustees.

Mary Jo White, former chairwoman of the U.S. Securities and Exchange Commission, will lead the investigative team.

Davidson, 90, served as Ohio's Speaker of the House from 1995 to 2000, the first woman to serve in that capacity.



White, 70, was head of the Securities and Exchange Commission from 2013 to '17. Last year, she served on an NFL external advisory panel on domestic violence that investigated allegations against current Dallas Cowboys running back Ezekiel Elliott. The former Buckeye was suspended for six games.

"Ohio State is committed to a thorough and complete investigation," Davidson said in a statement. "We look forward to sharing the results of this investigation and any action the university may take."

Ohio State's season begins Sept. 1 against Oregon State. The Buckeyes began practice on Friday with offensive coordinator Ryan Day serving as acting coach.

Meyer released a statement on Twitter on Friday admitting that he lied at Big Ten media days in Chicago when he denied knowledge of the accusations of domestic abuse against Smith. Meyer fired Smith the day before that.

But Meyer said, without providing details, that he has always followed "proper reporting protocols and procedures" at Ohio State and did so in the Smith case.

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**Subject:** [cfaa-elite-clips] Ohio State expects investigation of Urban Meyer to be completed within 14 days

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Ohio State expects investigation of Urban Meyer to be completed within 14 days

Ari Wasserman

The Athletic

6 August 2018

The entire Ohio State community has been sitting on pins and needles all weekend waiting for a final decision to be made in the investigation into head football coach Urban Meyer and his handling of former assistant coach Zach Smith amid multiple domestic violence allegations dating to 2009.

It doesn't look like a resolution is coming within the next few days.

Ohio State announced in an email late Sunday evening that the newly appointed independent working group, which was formed by the university's board of trustees, met late last week, appointed a charge and engaged an investigative firm. According to the release, the investigation is expected to be done in 14 days or fewer.

"Decisions about actions, based on the findings of the investigation, will be made by the president of the university in consultation with the Board of Trustees," the statement said.

The six-person working group consists of current members of the Ohio State University Board of Trustees Alex Fischer, Janet Porter and Alex Schumate. Also on the board are former Ohio House Speaker Jo Ann Davidson, former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart.

Davidson has been appointed the chair, while Mary Jo White, former chair of the U.S. Securities and Exchange Commission, will lead the investigative team. White is a senior chair with the national law firm Debevoise & Plimpton and is a former U.S. attorney for the Southern District of New York.

In 2017, White was part of the NFL's external expert advisory panel that reviewed domestic violence allegations made against former Ohio State running back Ezekiel Elliott, who was ultimately suspended for six games last season.

Ohio State formed this group to direct the work of the investigative team and will provide consultation and advice while also assisting with communication to the full board.

"Ohio State is committed to a thorough and complete investigation," Davidson said in the statement. "We look forward to sharing the results of this investigation and any action the university may take."

Ohio State athletic director Gene Smith's name was not included in the release, though many expect him to speak after Meyer said in a statement Friday evening that he followed proper university protocol when learning of a domestic violence allegation against Zach Smith in 2015. Meyer said at Big Ten Media Days in Chicago on July 24 that he had no knowledge of a domestic violence incident involving Zach Smith three years ago, but in the statement released Friday, he admitted to misleading the media by saying he had no knowledge of it.

Ohio State began fall camp Friday afternoon, but the program has closed its doors to the media while the investigation takes place. An update for media access is expected Monday, and it's unclear if fall camp will stay completely closed during the duration of the investigation.

— Reported from Columbus

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**Sent:** 8/6/2018 4:25 PM  
**To:** "Wil Haygood" <whaygood33@gmail.com>  
**CC:**  
**Subject:** Re: Classy

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Thank you brother, appreciate you...

Sent from my iPad

> On Aug 6, 2018, at 5:24 PM, Wil Haygood <whaygood33@gmail.com> wrote:

>

>

> You are the Classiest soul at OSU.

>

> Always, Wil

>

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## Meyer fans think coach a victim of the times

## Ohio State lost its way long before Meyer arrived

Bay still calls it the best job  
had, even as a former player from  
gan who currently lives in Ann  
That was one that that  
knew," Bay said. "If the president  
fired Earl against our recon  
tion, I might still be there."

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**From:** "D1.ticker" <matt@d1ticker.com>  
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**CC:**  
**Subject:** D1.ticker - News from Sunday, August 5, 2018

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D1.ticker - Eliminate the barrage of articles & time-consuming searches. Efficient D1 athletics news in a daily email.

**Ohio State:** 14 days is the expected timeline for a newly-appointed independent committee to review the Urban Meyer situation. The group will be chaired by former Ohio Speaker of the House Davidson & also includes former acting U.S. Deputy Attorney General Morford, as well as former U.S. Attorney for the Southern District of Ohio Stewart, plus three trustees. Former Chair of the U.S. Securities and Exchange Commission White will run point on the investigation. Here's the crux: "Decisions about actions, based on the findings of the investigation, will be made by the president of the university in consultation with the Board of Trustees." ([link](#)); Bio on White. ([link](#)); **USA Today's** Perez: "Gene Smith easily could clear up the timeline if he chose to, but instead, he's the lone major figure in the scandal that has rocked this area over the last couple weeks that hasn't said anything." ([link](#))

The **Detroit Free Press** surveyed 33 **Big Ten** and **MAC** football student-athletes at media days last month asking them this question: "Is there a cultural problem in college football as it relates to sexual assault?" Fifteen said no, 11 said yes and seven were undecided/declined to comment. Activist Tracy: "I think there is a cultural problem in the entire country. So yes, football has a problem, too." One player responded: "I feel like male athletes are really targeted. I feel like there's been tons of false accusations, and I'm not saying that if a female says she's sexually assaulted you should take it lightly, because it is a real serious offense and a real serious problem in today's world. But I also feel like for those who have been falsely accused — it's definitely culture based. You see it every single year on both sides. I think it's something that we need to get under control." More Tracy: "I think the conversation we're not having in athletics or in this country, and I could be wrong, but I believe I'm one of the only survivors talking about men as the solution. We talk a lot about men as the problem. We do not talk about men as the solution. Most of the time the players feel as if people are coming in and telling them what not to do, talking to them in very negative terms and saying, 'Here's what you can't do' instead of, 'Here's what you can do.' If women could stop sexual violence, we would have already done it. I would not exist as a gang-rape survivor if women could solve this problem and end it. Men are the missing factor." Of the 310 active **Title IX**-related sexual assault investigations on college campuses, 18 of them ( 5.8%) involve football players, per the **Chronicle of High Education**. ([link](#))

**Delaware** goes Carpool Karaoke, well, Golfcart Karaoke, kinda, with AD Rawak, in a conversation that doubles as a look around major facility projects on tap for the Blue Hens. Rawak notes how the **Whitney Athletic Center** work will "transform the experience for our student-athletes" along with a number of opportunities to partner with campus entities, "no one in the country is doing anything like this." Rawak also notes "The Barn" addition, which will serve as a kick-back space for student-athletes in conjunction with FB games, "the idea of inescapable spirit is something we're trying to create across the campus." Rawak's team also recorded a record-setting fundraising year in FY18 with \$23.5M in commitments. More. ([link](#))

**North Dakota** AD Chaves one-on-ones with **WDAZ**, says the quality of his coaching & administrative staff is a major strength of the department, acknowledges UND programs will have to learn the ropes in the **Summit League**, "We're the rookies, we're going to figure out how they do business." Goal for all programs: Compete for & win conference titles, "When you do that, you give yourself a chance on a national level, as well." ([link](#))

**New Washington State Senior Assoc.** AD for Administration Blair moderates a discussion with **Texas Tech** AD Hocutt & **Cal** boss Knowlton on strategic communications for **AthleticDirectorU**. Of note from Hocutt, "It's critical that your strategic vision is conveyed as a consistent message, no matter who you are talking to. [...] You're not going to change the culture of an athletics department in a year or two. To do it right, it's going to take time and commitment no matter what happens along the way. [...] When dealing with the media, it's healthy to ask if there is any validity to what they are saying, and could that be a possible blind spot for me." Knowlton: "New leaders sometimes want to jump in and make decisions right away. It's so easy to think that what you did at the last place worked, so why not here? But it not so simple... you're much better off taking time to learn and

listen. [...] If you're not keeping an eye on what's happening on social media, then you're losing touch with a great sector of our society." More. [\(link\)](#)

*presented by [Anthony Travel](#)*

**William & Mary** FB HC Laycock announces plans to retire after this season, which will be his 39th leading the Tribe, an uninterrupted tenure length only topped by former **Penn State** HC Paterno (46 years) & former **University of Chicago** boss Stagg (41). Laycock, in part, "Any success we have had is shared among all the great assistant coaches and the thousands of outstanding student-athletes who have come through our program. This was obviously a difficult decision, but the time was right to make this announcement. That being said, I can assure you that the coming season has my full attention and preparing this team will have my complete focus." [\(link\)](#)

**Nebraska's** revamp of the **Dick & Peg Herman Family Student Life Complex** is reviewed by Executive Assoc. AD for Academics Leblanc. Expected cost: \$1.3M. Expected completion: August of 2019. Changes: Repurpose computer room, new furniture, add study space. Leblanc: "We've always stayed with the philosophy of being nice but be effective. [...] We're not like a **Texas** where everything has to be the biggest, the newest and the brightest. We aim to be more efficient and effective."

**HuskerOnline's** Rosen also reviews improvements to academic digs around the nation as **NACDA** boss Vecchione comments "Athletics administrators have historically prioritized student-athlete welfare and now the prospective student-athletes themselves are becoming acutely aware of the value added academic component and the need to compete in the classroom in order to prepare for that all-important next chapter in their life." [\(link\)](#)

Here's a bunch of pictures updating the North Endzone project at **Arkansas**. Looks like it's pretty close to completion & there's this interesting new multi-hog sculpture. Technically it's a "Wild Band of Razorback Hogs." [\(link\)](#); Another good rendering set of **South Carolina's** new FB Operations Center. One item I noticed last week, but failed to mention, are full-body dryers in FB's locker room, which I didn't know were a thing. [\(link\)](#)

An email from **UNC Board of Governors** Chairman Smith to state representatives criticized **ECU** Chancellor Staton's op-ed published last month, in which the Pirates leader said his institution was "handed the largest budget cut for any of the state's public universities: \$1.1 million, with no reasonable explanation." Smith: "It's been a scandalous couple of years at **ECU** that has and continues to embarrass our great university. ... Leaders take accountability and they don't point the finger. I'm happy to sit down with Cecil and explain in great detail the many issues we have had under his leadership that he was in direct control over that has greatly hurt and divided **ECU**." Some of the issues, per Smith, are the \$1.26M buyout for former AD Compher that came less than a year after a contract extension and the \$60M investment in the **Dowdy-Ficklen Stadium** expansion. The university's trustees still support Staton. [\(link\)](#)

**More Personnel: Nebraska** Assoc. AD for FB Davison, who is tight with Huskers HC Frost, will continue to serve as color commentator on radio broadcasts. Davison says he'll tell it like it is. Seems like a bit of a conflict of interest. [\(link\)](#); **Murray State** Prez Davies will step down effective Sept. 1 to assume the presidency at **Central Michigan**. [\(link\)](#); Former **CUNY** Chancellor Milliken named the sole finalist for the chancellor of the **University of Texas System**. [\(link\)](#);

**Air Force** hosted its annual cadet-athlete welcome back event in Arnold Hall where teams were recognized for their accomplishments both on and off the field. AD Col. Block and Superintendent Lt. Gen. Silveria addressed the group, as did SAAC chair and women's soccer team member Cook. Silveria says athletics teaches "grit" & "competitiveness" necessary to be Air Force officers. Also of note: Air Force finished the past competition season 15-15 in head-to-head contests with **Army** and **Navy**, picked up four conference championships, three POY honors, six COY accolades and finished first among the service academies in the **Learfield Director's Cup**. [\(link\)](#)

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**Clemson** Deputy AD Neff chats it up with **New York Yankees** social/digital leader Smith as part of her new "Leadership Huddle" series, designed to "focus on digital at a high level." Neff points directly to people & consistency within the staff as key for the Tigers to create & maintain a strong digital gameplan. On the creation of the Creative Services team, "Moving them outside the communication vertical means the team is not on the communications checklist, so to speak. They are on the solutions checklist. So, let's say our athletic director needs a project for a presentation to our board of trustees or we're reviewing how our facility rental usage works – they're part of the conversation to add value." Neff also mentions the possibility of the unit becoming an in-house agency for the university, "They could be loaned out for a cost recovery or revenue piece. This could be with the chemistry department or alumni services or admissions – you name it. Projects could be a cost recovery back, generate revenue and create an opportunity for increased resources." More. [\(link\)](#)



Illinois journalist Tate with some thoughts in his "tidbits." The two that caught my eye, "What will be the actual cost of the UI's \$79 million football building rising east of **Memorial Stadium**? With less than \$20 million reportedly raised (more donors reportedly in the pipeline) and laborers receiving weekly checks, interest on the latest of multiple overlapping bond issues will likely send it soaring well past \$100 million. [...] A mid-August fundraiser at Urbana Country club will be Josh Whitman's latest step in corraling \$50 million for UI men's hockey. How does that apply to the arena, practice facilities for five sports, the downtown parking structure and athletic department costs that must also include a corresponding women's sport (or two)? This is one of the most complicated ventures any Illini athletic director has ever attempted, and \$50 million is a mere starting point." ([link](#))

**North Texas** sophomore receiver Hair-Griffin profiled as one of many student-athletes in Texas benefiting from full cost of attendance stipends. Hair-Griffin, whose mother often went without food so her children could eat: "It is wonderful. I'm not able to give my mom everything that she wants and needs, but I'm able to help her live better than maybe she was at some point in time." Here is a full breakdown of each school's COA numbers from the past three years in the state. **Texas A&M** leads the pack the past two years with a max of \$6,294 per student-athlete and between \$1.468M-\$1.606M in the overall pot. **Texas State** on the lower end at \$322K each of the last two seasons. Top-five max payment per student-athlete for 2017-18: TAMU, **Houston** (\$5,508), **Texas** (\$4,875), **Texas Tech** (\$4,820) and UNT (\$4,418). Lots more. ([link](#))

**Also Noticed: Blockparty** and **Minnesota** team up for tailgating services at **TCF Bank Stadium**. Brokered by **Bertram Marketing Group**. ([link](#)); Looks like **Alaska Anchorage** paid **Eastman & Beaudine** \$57.5K for assistance with its recent AD search. ([link](#)); **Utah State** AD Hartwell says a renewed FB series with **Utah** "makes all the sense in the world." ([link](#)); "The group suing **Harvard University** over alleged discrimination against Asian American applicants has released documents that it says show unfairness. One set of documents makes the case that the apparent advantage of white over Asian American applicants is due to the university's policies favoring applicants who are athletes, or who are black or Latino, or who are "legacies." ([link](#)); **Cal State Northridge** Men's Soccer student-athlete Moreno-Jaime arrested Friday on a rape warrant and "is suspected in at least two other sexual assaults." He has been suspended from the team. ([link](#)); From **Law360**: "Just months after the U.S. Supreme Court opened the door to legal sports betting, gaming companies in a handful of states are already taking wagers on games. But experts say a federal law — the Wire Act — is a major roadblock for betting operators looking..." ([link](#)); **Purdue** will change the name of the **John H. Schnatter Center for Economic Research**, will refund the \$8M donation. **Ball State**, Schnatter's alma mater, will keep the **John H. Schnatter Institute for Entrepreneurship and Free Enterprise** as named. ([link](#)); Former **Louisville** MBB student-athlete Bridgeman among the three still pursuing buying **Sports Illustrated**. The others, reportedly, are **Cleveland Cavaliers** owner Gilbert and motivational speaker Robbins. Bridgeman thinks the \$125M rejected bid by **Philadelphia 76ers** co-owner Harris "would not quite get it done," so presumably his own bid is higher. ([link](#))

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*(Posted from most recent over the last 30 days)*

**Deputy Athletics Director (University of Illinois at Chicago / Chicago, IL):** This position serves as chief operating officer and will assist the Director of Athletics in the overall management, supervision, and leadership of the athletics department. More details [HERE](#).

**Video Board Coordinating Producer (University of Kentucky / Lexington, KY):** Collaborate with various entities to produce engaging streamed and on-demand video content for UK Athletics.com and SEC Digital Network - enhancing the in-venue experience & sports broadcast shows. More details [HERE](#).

**Sports Turf Manager (University of Kentucky / Lexington, KY):** Oversee the preparation of safe, aesthetically pleasing practice & competition fields to give our student-athletes elite opportunities to succeed in their sport. More details [HERE](#).

**Ticket Services & Retention Rep (Purdue University / West Lafayette, IN):** Responsible for creating and executing a business sales plan to service and retain season ticket packages for Purdue Athletics. Retention of renewable season tickets via phone or face to face. More details [HERE](#).

**Assistant Athletic Director of Strategic Communications and Marketing (University of Missouri-Kansas City / Kansas City, MO):** This position will have oversight over several areas including: strategic communications, media relations, digital media, marketing promotions, branding, and fan engagement. More details [HERE](#).

**Associate Head Athletic Trainer (Brown University / Providence, RI):** Position provides medical care and health education to ensure the safety of, reduce risk of injury to, and guide the rehabilitation of Brown student-athletes under the guidance of the Head Trainer. More details [HERE](#).

**Budget Analyst - Intercollegiate Athletics (University of San Diego / San Diego, CA):** Bean Counter? Strategic thinker? We need both! Seeking a strong No. 2 in our Athletics Business Office. The Budget Analyst supports the Senior Associate AD/CFO in establishing, monitoring, and maintaining the department's budget in addition to collecting, reviewing, and analyzing data that is used in budget planning, forecasting and strategic planning processes. If you are good at math, a whiz-bang in accounting, finance or related field (CPA a plus) and not opposed to working on the most beautiful campus in America, please send email expressing interest TODAY to Senior Associate AD Dan Young: [young@san-diego.edu](mailto:young@san-diego.edu) (Yes, YouRg not YouNg!). More details [HERE](#).



**Associate Sports Information Director (Boise State University / Boise, ID):** Boise State is hiring an associate sports information director whose primary responsibility will be baseball, and will also assist with the media relations efforts for the Broncos' football team. More details [HERE](#).

**Assistant Director of Strategic Communications (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics, a Division I and Big Ten Conference member, is seeking a highly qualified candidate to fill the position of Assistant Director of Strategic Communications. More details [HERE](#).

**Senior Associate/Associate Athletic Director for External Affairs (Drake University / Des Moines, IA):** Position will join the athletics department senior staff while serving as the lead fundraiser for the department and having oversight of all external relations areas. Provides sport supervision. More details [HERE](#).

**Assoc. Athletic Director - Communications (Clemson University / Clemson, SC):** Clemson University is looking for Assoc. Athletic Director - Communications in Jervey Athletic Center. To apply and view full details, please visit <http://www.Click2Apply.net/nywtb9cjg?m5zz>. More details [HERE](#).

**Director of Marketing (University of New Mexico / Albuquerque, NM):** UNM Athletics Marketing department is seeking a Director of Marketing to will assist with the day-to-day marketing and promotions of assigned programs working directly with our basketball programs. More details [HERE](#).

**Account Executive (Home Team Sports / San Diego, CA):** The Account Executive (AE) will develop, sell, and manage all aspects of fully integrated corporate sponsorships for San Diego State University (SDSU) Sports Properties. More details [HERE](#).

**Senior Associate Athletic Director for Academic Support (University of Mississippi / Oxford, MS):** This position coordinates the facets of assisting and counseling student athletes with academic requirements in compliance with NCAA, SEC, & University academic eligibility & graduation requirements. More details [HERE](#).

**Associate/Sr. Associate Athletic Director for Student Success & Compliance (Winthrop University / Rock Hill, SC):** Under the direction of the Director of Athletics, the Associate/Senior Associate Athletic Director for Student Success & Compliance serves as a member of the Athletics Department senior staff. More details [HERE](#).

**Assistant AD/Director of Strategic Communications (University of San Diego / San Diego, CA):** Are you interested in working on the most beautiful college campus in America? We are looking for a Difference Maker to share the special story of the University of San Diego Toreros. If you are a talented strategic thinker, writer, videographer, graphic designer, or otherwise supremely talented communications professional, and can help move the needle in driving engagement, attendance, revenue generation, recruiting, etc., email Marcy Lanoue at: [mlanoue@sandiego.edu](mailto:mlanoue@sandiego.edu) TODAY. We're moving fast and you must enjoy sunshine! More details [HERE](#).

**Athletics Annual Fund Coordinator (California State University, Bakersfield / Bakersfield, CA):** The Athletics Annual Fund Coordinator manages the Roadrunner Scholarship Fund through the identification, cultivation, solicitation, and stewardship of donors and prospects. More details [HERE](#).

**Program Manager - Athletics Ticket Sales & Services (Texas Tech University / Lubbock, TX):** Assist in the development of new ticket marketing growth programs and initiatives; manage & update sales records using Ticket System/Salesforce on a daily and weekly basis. Req# ID 14848. More details [HERE](#).

**Athletic Business Operations Manager (Winthrop University / Rock Hill, SC):** Reporting to the Senior Associate Athletic Director for Internal Operations, the Business Operations Manager executes the athletics business office and departmental business functions. More details [HERE](#).

**Athletics Development Officer (Utah State University / Logan, UT):** The position is responsible for achieving identified goals and objectives established by the Deputy Athletics Director / Assistant Vice President in coordination with the... More details [HERE](#).

**Associate Athletic Director for Business Operations (Texas State University / San Marcos, TX):** This position will manage financial and human resources operations, coordinate strategic planning, and oversee administrative and/or operational projects for the Department of Athletics. More details [HERE](#).

**Assistant Athletic Director - Marketing/Promotions (Middle Tennessee State University / Murfreesboro, TN):** The Assistant Athletic Director Marketing and Promotions will work on the immediate and long range marketing sales efforts for the athletic department. More details [HERE](#).

**Assistant Director of Athletics for Student-Athlete Development & Welfare (College of the Holy Cross / Worcester, MA):** The AD is responsible for creating and implementing a series of programming to emphasize and improve the student-athlete experience and welfare. Master's degree preferred. More details [HERE](#).

**Assistant/Associate Director, Athletics Communications (Boston College / Chestnut Hill, MA):** Boston College Athletics is accepting applications for the position of Assistant/Associate Director, Athletics Communications. This position will serve as the media contact for the men's hockey team. More details [HERE](#).

**Head Women's Lacrosse Coach (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution and member of the Mid-American Conference is currently accepting application for the position of Head Women's Lacrosse Coach. More details [HERE](#).

**CD Henry Internship (Big Ten Conference / Rosemont, IL):** The intern will work in several areas of the office including sports administration, championships, football and basketball operations and special research projects. More details [HERE](#).

**Associate Athletics Director for Communications (Vanderbilt University / Nashville, TN):** The Associate Athletics Director of Communications is responsible for leading the department's communications efforts in alignment with institutional-level strategies and tactics to advance Vanderbilt. More details [HERE](#).

**Coordinator of Baseball Operations (Long Beach State University / Long Beach, CA):** This position provides administrative support to the Baseball program. Must apply online at [www.csulb.edu/employment](http://www.csulb.edu/employment) to be considered. More details [HERE](#).

**Executive or Sr. Associate Athletics Director for Academics and Student Development (University of Georgia Athletic Association / Athens, GA):** Member of UGA Athletics Senior Management Team. Responsible for oversight and management of academic success and academic support services for student athletes participating in 21 sport programs. More details [HERE](#).



**Assistant Athletic Director (University of Georgia Athletic Association / Athens, GA):** Responsible for efficient and effective operation of the Athletic Association's human resources unit. Establish and implement HR efforts that effectively communicate and support our mission and vision. More details [HERE](#).

**Director of Development - Premium Seating/Major Gifts (University of Wisconsin / Madison, WI):** This position will work as a member of the Athletic Development Office team with specific responsibility for developing, implementing and evaluating the premium seating program. More details [HERE](#).

**Associate Director Athletics Ticket Analytics and Database Management (Texas Tech University / Lubbock, TX):** Assist in management of the overall day-to-day database maintenance and administration for both Paciolan ticketing and Salesforce CRM software; maintain forecasting models. Req#ID 14783. More details [HERE](#).

**Creative Services Coordinator (University of North Carolina at Charlotte / Charlotte, NC):** This position is responsible for consulting, creation, designing, delivering wide variety visual graphic art products for all sports teams. The products include but are not limited to: individual team posters, schedule cards, promotional items, billboards, recruiting materials, public relations material and social media content. More details [HERE](#).

**Tennis Coordinator of Officials (Big Ten Conference / Rosemont, IL):** Assign officials for all men's and women's Big Ten tennis conference matches while acting as a liaison between the NCAA, ITA, member institutions' tennis coaches and officials. More details [HERE](#).

**Assistant Director of Digital Communications - Social Media Strategy (NCAA / Indianapolis, IN):** Manage various outreach efforts of the NCAA's main communications office, assisting in the Association's social media efforts and other communications efforts as defined by the managing director of external affairs and director of digital communications. More details [HERE](#).

**Assistant Director of Athletics Communications (University of Notre Dame / South Bend, IN):** Join the Communications arm of Fighting Irish Media, which aims to engage and connect student-athletes, fans and alumni to Notre Dame. More details [HERE](#).

**Feature Content Specialist, On-Air Talent (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking a candidate for a Feature Content Specialist and On-Air Talent. Typically requires a Bachelor's degree or higher plus four years of related experience. More details [HERE](#).

**Senior Associate Athletic Director (University of North Carolina at Chapel Hill / Chapel Hill, NC):** The University of North Carolina at Chapel Hill Department of Athletics is seeking applications for a Senior Associate Athletic Director for Student Athlete Health, Well Being and Program Outreach. More details [HERE](#).

**Assistant Athletic Director- Compliance (Rice University / Houston, TX):** This position is responsible for managing, developing, and implementing all aspects of the department's compliance program and the day to day operations of the compliance office. More details [HERE](#).

**Assistant Director of Marketing (Northwestern University / Evanston, IL):** Responsible for oversight of select sports. This position facilitates the creation & execution of strategic plans supporting brand awareness, ticket sales & other revenue-generating initiatives. More details [HERE](#).

**Head Coach - Women's Tennis (Middle Tennessee State University / Murfreesboro, TN):** Oversee all aspects of the University's NCAA Division I Women's Tennis program at Middle Tennessee State University. More details [HERE](#).

**Director, Athletics Advancement (Florida Gulf Coast University / Fort Myers, FL):** The Director, Athletics Advancement identifies, qualifies, cultivates, closes and stewards gifts from current and prospective donors for both Athletics and the FGCU Foundation. More details [HERE](#).

**Assistant Director of Annual Giving (Auburn Athletics / Tigers Unlimited / Auburn, AL):** This position will develop, coordinate, and implement programs, services, and fundraising activities aimed at raising awareness and advancement of Athletics development initiatives. More details [HERE](#).

**Associate/Assistant Athletic Director for Sports Medicine (Virginia Commonwealth University / Richmond, VA):** VCU Athletics invites applicants for an Assoc./Asst. AD for Sports Medicine who will be responsible for the direction and development of the entire Sports Medicine program. Sport assignment is MBB. More details [HERE](#).

**Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Director of the Mocs Club provides primary leadership for athletics annual fundraising efforts, specifically to increase Mocs Club membership and increase unrestricted giving to UTC Athletics. More details [HERE](#).

**Associate Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Associate Director will assist with athletics annual fundraising efforts, manage all aspects of the C Club, UTC's Letterwinners organization, and provide stewardship to all donors to UTC Athletics. More details [HERE](#).

**(NEW!) Athletics Development Coordinator (Boston University / Boston, MA):** This position is a key member of the Athletics Development staff, assisting the department toward its \$50 million goal as part of the \$1.5 billion goal in the Campaign for BU. More details [HERE](#).

**COORDINATOR OF WOMEN'S BASKETBALL OPERATIONS & PLAYER DEVELOPMENT (Middle Tennessee State University / Murfreesboro, TN):** The Coordinator of Women's Basketball Relations and Player Development will work directly with the Head Coach and the Director of the Academic Enhancement Center and assist with administrative aspects. More details [HERE](#).

**Head Coach, Women's Tennis (Brown University / Providence, RI):** This position is responsible for all aspects of the Women's Tennis program. The Incumbent also maintains positive relations with alumnae and friends groups. More details [HERE](#).

**Assistant Athletic Director, Creative and Digital Media (University of Oregon / Eugene, OR):** This role is responsible for leading and executing creative branding, digital, and social media strategy for Oregon Athletics. Building brand awareness and positive messaging for fans and constituents. More details [HERE](#).

**Athletics Business Manager (University of Louisville Athletic Association / Louisville, KY):** The Athletics Business Manager is responsible for oversight of the business operations of the U of L Athletic Department including budget, finance, accounting, travel, accounts payable/receivable, etc. More details [HERE](#).



**Director of Athletics Compliance (University of North Texas / Denton, TX):** Oversees the day-to-day compliance activities to meet NCAA, Conference USA, and University of North Texas requirements. Directs, addresses, and follows up on eligibility records for student athletes. More details [HERE](#).

**Assistant Director of Marketing (University of Louisville Athletic Association / Louisville, KY):** The Assistant Director of Marketing position serves as the marketing director and game director for all assigned Olympic sports for the University of Louisville Athletic Department. More details [HERE](#).

**Athletic Academic Advisor, Student Athlete Services (James Madison University / Harrisonburg, VA):** Assist the Associate AD for Student-Athlete Services in the organization, coordination and implementation of academic support services for student-athletes. More details [HERE](#).

**Head Coach, Womens Gymnastics (San Jose State University / San Jose, CA):** The Gymnastics Head Coach will report directly to the Senior Associate Athletics Director. Teach, motivate, and recruit student athletes. Details apply: [http://www.sjsu.edu/hr/careers/job1\\_id:24643](http://www.sjsu.edu/hr/careers/job1_id:24643). More details [HERE](#).

**Head Baseball Coach (#11012) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution, is currently accepting applications for the position of Head Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Baseball Coach (#11015) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution is currently accepting applications for the position of Assistant Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Coach 1 - Hitting (Middle Tennessee State University / Murfreesboro, TN):** Assist the Head women's softball coach organize and administer all aspects of our NCAA Division I women's softball program. More details [HERE](#).

**Assistant Director of Ticket Operations (Army West Point Athletic Association / West Point, NY):** Responsible for assisting the Director of Operations, Army A Club with the overall operation of the Army A Club. More details [HERE](#).

**Director of Compliance for Eligibility/Assistant Director of Compliance for Eligibility (University of Michigan Athletic Department / Ann Arbor, MI):** This position will assist in a number of areas related to eligibility and recruiting and will have primary responsibility for managing the continuing, transfer, and initial eligibility process. More details [HERE](#).

**Director, Digital Media Strategy & Content (Mountain West Conference / Colorado Springs, CO):** The Mountain West is accepting applications for its Director, Digital Media Strategy & Content. The successful candidate will design & implement the digital media strategy for the Conference. More details [HERE](#).

**Athletics Marketing Coordinator (Eastern Michigan University / Ypsilanti, MI):** Assist with efforts to coordinate and implement marketing strategies to increase student attendance and engagement at home athletic events, and bring program visibility and awareness at home games. More details [HERE](#).

**Assistant Director of Group Sales (Baylor University / Waco, TX):** The Assistant Director of Group Sales is responsible for providing ticket sales assistance for the Department of Athletics as well as ensure group experience fulfillment. More details [HERE](#).

**Head Coach, Women's Softball (Quinnipiac University / Hamden, CT):** In this position, you will be responsible for total program management, including coaching, administration, recruitment and coordination of a collegiate women's softball program. More details [HERE](#).

**Head Women's Tennis Coach (University of Southern Mississippi / Hattiesburg, MS):** Head coach of the Southern Miss Women's Tennis program. Candidate will be responsible for coaching, recruiting, and overall operation and performance of Women's Tennis at Southern Miss. More details [HERE](#).

**Assistant Women's Lacrosse Coach (Quinnipiac University / Hamden, CT):** The assistant coach will engage in sport-specific coaching, recruitment, and student-athlete development with the women's lacrosse program. More details [HERE](#).

**Assistant Athletic Director – Marketing and Fan Experience (Air Force Academy Athletics Corporation / Colorado Springs, CO):** Works closely and collaboratively with AFAAC CEO and Associate Athletic Director for External Relations to develop an external vision for the department, which includes social media strategy, advertising campaigns, promotional schedules and marketing plans. More details [HERE](#).

**Assistant Athletic Director for Communications (Ohio University / Athens, OH):** Administer all components of sports information for Ohio University's 16 sports, to include the communication and distribution of sports related information to local, regional and national media. More details [HERE](#).

**Assistant Director for Athletics Communications (University of North Texas / Denton, TX):** UNT hiring for Assist Director-Athletics Communications. Resp. developing promotional & publicity strategies for dept. Digital & social media, dept website & traditional media relationship cultivation. More details [HERE](#).

**Assistant Director of Athletics for Compliance (College of Holy Cross / Worcester, MA):** Responsible for managing an NCAA Division I rules compliance program and enhancing a culture of compliance. Master's Degree or J.D. preferred. NCAA rules and regulations required. More details [HERE](#).

**Director of Athletic Marketing (Stony Brook University / Stony Brook, NY):** The Director of Athletic Marketing will support the Assistant AD Athletic Marketing in the development and execution of a comprehensive marketing plan for the Department of Athletics. More details [HERE](#).

**Financial Aid Coordinator - Athletics (University of North Texas / Denton, TX):** UNT is hiring for a Financial Aid Coordinator. Resp. day to day financial aid compliance, assist drafting & submitting waivers. Coordinate all financial-aid related activities for student athletes. More details [HERE](#).

**Assistant Director of Enforcement – Basketball Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in men's and women's basketball recruiting environments. More details [HERE](#).

**Assistant Director of Enforcement – Football Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in and knowledge of the football recruiting environment through monitoring, investigation, and outreach. More details [HERE](#).

**Assistant Director of Enforcement – Investigations and Processing (NCAA / Indianapolis, IN):** This position is responsible for investigating and processing potential violations of NCAA legislation, compiling and evaluating evidence of infractions, and drafting necessary submissions. More details [HERE](#).

[HERE.](#)

**Assistant Director, Administration (Mississippi State University / Starkville, MS):** Plans, organizes, and facilitates activities for Director of Athletics and Department of Athletics Administration. More details [HERE.](#)

**Account Executive-Corporate Partnerships (Peak Sports MGMT / Multiple Cities):** Position is responsible for, but not limited to, supporting their respective property in areas of game-day and event operations, activation, fulfillment, marketing, office and administrative support. More details [HERE.](#)

**Associate Director, Athletic Facilities & Recreation (Babson College / Wellesley, MA):** The Associate Director is responsible for the management and daily operations of all athletics facilities, including daily and event operations, scheduling, security and programming. More details [HERE.](#)

**Associate Athletics Director for Compliance (Vanderbilt University / Nashville, TN):** Responsible for daily management of the University's compliance efforts in intercollegiate athletics, including the education and enforcement of NCAA and Conference rules and regulations. More details [HERE.](#)

**Assistant Commissioner for Compliance and Governance (America East Conference / Boston, MA):** Position is responsible for the conference's compliance program, student-athlete academic programs as well as NCAA legislation and governance strategy. More details [HERE.](#)

**Digital Media Coordinator (Campbell University / Buies Creek, NC):** Responsible for assisting in all facets of athletics video, digital and social media. More details [HERE.](#)

**Marketing & Events Assistant (Dartmouth College / Hanover, NH):** Successful candidate will assist in the creation and implementation of marketing plans for Dartmouth's ticketed sports. More details [HERE.](#)

**Director of Football Gameday Operations (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking applicants for a Director of Football Gameday Operations to direct all aspects of Penn State Football game day. Please apply online: [appurkr.com/2252429](http://appurkr.com/2252429). More details [HERE.](#)

**Head Women's Golf Coach (University of Oregon / Eugene, OR):** This position is responsible for the management and administration of all phases of the women's golf program in a manner that upholds the philosophy and objectives of the Oregon Athletic Department. More details [HERE.](#)

**Assistant Coach, Women's Soccer (UNC Wilmington / Wilmington, NC):** The Assistant Coach, Women's Soccer, assists the Head Coach in providing leadership for a NCAA Division I soccer program. Assist with all aspects of the women's soccer program. More details [HERE.](#)

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**From:** "Smith, Eugene"  
**Sent:** 8/6/2018 6:30 AM  
**To:** "Christine Brennan" <Brennan514@aol.com>  
**CC:**  
**Subject:** RE: From Christine Brennan

---

Thank you Christine, appreciate you reaching out, but I am respecting the process and not commenting, thank you, gene

-----Original Message-----

**From:** Christine Brennan [mailto:Brennan514@aol.com]  
**Sent:** Sunday, August 05, 2018 9:16 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** From Christine Brennan

Gene,

I know this is a difficult time at OSU but I just wanted to let you know if you'd like to talk, on or off the record, I'd be happy to listen.

Thanks and take care.

Christine Brennan  
[www.christinebrennan.com](http://www.christinebrennan.com)  
Sent from my iPhone

**From:** "Smith, Eugene"  
**Sent:** 8/6/2018 6:29 AM  
**To:** "Bruce Carlson" <brucearthurcarlson@gmail.com>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you Mr. Carlson, appreciate your input. Thank you, Gene

-----Original Message-----

**From:** Bruce Carlson [mailto:brucearthurcarlson@gmail.com]  
**Sent:** Sunday, August 05, 2018 9:17 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

Dear Athletic Director Smith,

I am an alumnus of the Ohio State University, and am saddened to hear of the way our dear football coach has been treated. My heart is and always has been for Ohio State. I am sure you will do everything in your power to make this situation right by Urban. He is a wonderful man and does not deserve to be ruined by the ill advised acts of another.

Respectfully Yours,

Bruce Carlson  
BS Music Education  
Masters of Music  
OSU class of 1990

**From:** "Smith, Eugene"  
**Sent:** 8/6/2018 6:28 AM  
**To:** "Wofford, Richard" <wofford.1@osu.edu>  
**CC:**  
**Subject:** RE: Full Support

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Thanks Richard, appreciate your thoughtful, gene

**From:** Wofford, Richard  
**Sent:** Sunday, August 05, 2018 9:35 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Full Support

Gene,

Be strong. You have my full support. Let me know if I can assist in any way or serve in any capacity. Let's close this inquiry as soon as possible and return to our GREATNESS!

--Richard



**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**Sent:** 8/6/2018 4:19 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] OSU says Urban Meyer investigation set to be completed within 14 days

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OSU says Urban Meyer investigation set to be completed within 14 days

Edward Aschoff

ESPN

6 August 2018

COLUMBUS, Ohio – The investigation of Ohio State head coach Urban Meyer's handling of a domestic violence complaint against a former assistant is expected to be completed within 14 days, the school announced in a statement Sunday night.

Per the school's release, the special, independent working group formed to direct the investigation met late in the week, appointed a chair and engaged an investigative firm. Former Ohio House Speaker Jo Ann Davidson was picked to serve as chair of the group, which is composed of three current members of the board of trustees, Alex Fischer, Janet Porter and Alex Shumate, and two others not associated with the university, former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart.

Former chair of the U.S. Securities and Exchange Commission Mary Jo White will lead the investigative team. White is a senior chair with the national law firm Debevoise & Plimpton and is a former U.S. Attorney for the Southern District of New York. White has worked on several cases for the NFL, most recently leading the investigation into accusations of workplace misconduct by Panthers owner Jerry Richardson.

"Ohio State is committed to a thorough and complete investigation," Davidson said in the statement. "We look forward to sharing the results of this investigation and any action the university may take."

According to the release, the group will be available to provide consultation and advice and will assist with communication to the full board on matters concerning the investigation. Decisions about actions, based on the findings of the investigation, will be made by Ohio State president Michael V. Drake in consultation with the board of trustees.



Meyer was put on paid administrative leave Wednesday, as the school announced it was investigating Courtney Smith's claims that several people close to Meyer knew of a 2015 allegation of domestic violence against her ex-husband, former Ohio State assistant coach Zach Smith, who was fired in July.

Offensive coordinator Ryan Day was named acting head coach in Meyer's absence.

Meyer issued a statement Friday saying that he "failed" when he denied knowing about domestic violence allegations against Zach Smith.

Meyer said July 24 that he knew nothing about a 2015 complaint or any other domestic issues that Smith had during the six years Meyer and Smith worked together at Ohio State. This week, Courtney Smith provided text messages to college football reporter Brett McMurphy between her and Meyer's wife that detailed years of domestic violence. Courtney Smith said she was not sure whether Urban Meyer knew about the allegations.

Meyer admitted that he did not handle the situation correctly during Big Ten media days, saying that his job is to be "clear, compassionate and, most of all, completely accurate."

"Unfortunately, at Big Ten Media days on July 24, I failed on many of these fronts," he said in his statement. "My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions."

Ohio State finished its third day of fall camp on Sunday and moves into its team hotel for the remainder of camp Monday.

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**CC:**

**Subject:** [cfaa-elite-clips] Urban Meyer investigation: Ohio State updates timeline for deciding football coach's fate

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Urban Meyer investigation: Ohio State updates timeline for deciding football coach's fate

Marcus Hartman

Dayton Daily News

6 August 2018

COLUMBUS — Ohio State fans hoping for an idea of when they will know Urban Meyer's fate got their answer Sunday night.

Within 14 days.

The school announced the formation of an independent working group named Thursday to look into how Meyer, the team's football coach, handled allegations an assistant coach abused his wife.

On Sunday night, it revealed who is leading the investigation, how long it is expected to last and who will decide what to do with the results.

Meyer was placed on leave Wednesday. Two days later, he released a statement saying he followed protocol but admitted mishandling questions from the media about the situation.

"Ohio State is committed to a thorough and complete investigation," said former Ohio House Speaker Jo Ann Davidson, who is chairing the working group, in a release. "We look forward to sharing the results of this investigation and any action the university may take."

Dayton Daily News

✓@daytondailynews

Urban Meyer timeline: What led to coach being put on administrative leave by Ohio State <https://ddnnews.com/205dQhT>

10:45 AM - Aug 2, 2018

Along with Davidson, the group consists of former acting U.S. Deputy Attorney General Craig Morford, former U.S. Attorney for the Southern District of Ohio Carter Stewart and current university trustees Alex Fischer, Janet Porter and Alex Shumate.

Mary Jo White, former chair of the U.S. Securities and Exchange Commission, is leading an investigative team. She is a senior chair with the law firm Debevoise & Plimpton and a former U.S. Attorney for the Southern District of New York.

Sunday night's announcement also revealed University President Dr. Michael V. Drake, in consultation with the board of trustees, will decide what actions to take based on the findings of the investigation.

Under the direction of interim coach Ryan Day, Ohio State began practice Friday morning.

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**Sent:** 8/5/2018 9:18 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 10 more people signed "Michael Drake: Fire Urban Meyer"

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New signatures

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**Michael Drake: Fire Urban Meyer**

Petition by Darrell Lucas · 10 supporters

**10 more people signed  
in the last 2 hours**

[View petition activity](#)

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**Steve K.**

Champaign, IL · Aug 06, 2018

**chris lau**

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Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

**From:** "Wofford, Richard" <wofford.1@osu.edu>  
**Sent:** 8/5/2018 8:34 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Full Support

---

Gene,

Be strong. You have my full support. Let me know if I can assist in any way or serve in any capacity. Let's close this inquiry as soon as possible and return to our GREATNESS!

--Richard

**From:** mail@changemail.org  
**Sent:** 8/5/2018 7:34 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** 10 more people signed "Michael Drake: Fire Urban Meyer"

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**Michael Drake: Fire Urban Meyer**

Petition by Darrell Lucas · 10 supporters

**10 more people signed  
in the last 2 hours**

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**James Borden**

Mansfield, TX · Aug 06, 2018

He lied and has been scum since this days at Florida. He didn't represent good University nor did he consider his actions in sending out a letter to the buckeye Jason. He threw his AD and admin Uber the bus in saying "I reported it" head coaches don't just report.... They take action. He knew this was going on his wife knew and even said she was afraid if him. He goes someone with a history of these allegations and he's a POS.

**christy hendrickson**

Lexington, KY · Aug 06, 2018

**I hate Ohio State....and Urban "Lier."**

**Susan Clipper**

Los Angeles, CA · Aug 06, 2018

This petition is idiotic. "keeping Smith on his staff was poor judgment given that Meyer was well aware of Smith's past history of domestic violence" There was no charges from 2015, so what should he do, kick out someone based on rumors? Employers can get into big trouble if they do such a thing without a justifiable cause, in this case at least a charge if not a conviction would be needed. I am signing it because this is so laughable.

**Josh gwatkin**

Salt Lake City, UT · Aug 06, 2018

**Jamie Ferryman**

Urbana, OH · Aug 06, 2018

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**From:** "Bruce Carlson" <brucearthurcarlson@gmail.com>  
**Sent:** 8/5/2018 9:17 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Urban Meyer

---

Dear Athletic Director Smith,

I am an alumnus of the Ohio State University, and am saddened to hear of the way our dear football coach has been treated. My heart is and always has been for Ohio State. I am sure you will do everything in your power to make this situation right by Urban. He is a wonderful man and does not deserve to be ruined by the ill advised acts of another.

Respectfully Yours,

Bruce Carlson  
BS Music Education  
Masters of Music  
OSU class of 1990

**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**Sent:** 8/5/2018 10:28 AM  
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**CC:**  
**Subject:** [cfaa-elite-clips] Meyer Is in Catch-22 Situation

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Meyer Is in Catch-22 Situation

Mark Blaudschun

A Jersey Guy, TMGCollegeSports.com

04 August 2018

Let's cut to the chase in the Urban Meyer story now unfolding at THE Ohio State University.

Meyer, who has three national championships, two Big Ten titles and a 73-8 record in six seasons in Columbus, is on paid administrative leave (more about that later) while OSU officials investigate his role in allegations of domestic abuse that led to the ultimate firing of former assistant coach Zach Smith.

The incidents go back to 2009, when Meyer and Smith were both at Florida, but the case gained momentum last month when Smith was fired by Meyer after a restraining order was filed by Courtney Smith against her now ex-husband.

Originally, Meyer said he was aware of what happened in 2009, but not the incidents in 2015 and pleaded ignorance on most of the issues.

That changed dramatically, when college football reporter Brett McMurphy published text messages from Courtney Smith, including direct messages with Meyer's wife Shelley.

On Friday, Meyer stated that he made a misstatement and conceded he was not only aware of what was going on between Smith and his ex-wife in 2015, but reported it to the proper officials as he is mandated to do as an employee at Ohio State. He admitted he might not have told the truth to reporters when asked about the case at July's Big Ten Media Day.

Here's where it gets tricky.

It appears Meyer thinks that by maintaining he followed protocol and told his superiors, he can now resume his duties as the head coach at OSU, with the requisite apologies, of course.

Technically, if you believe Meyer's statements and tweets, his biggest crime was not telling the truth to reporters which, in this era, is more the exception than the rule.

Here's one of his many problems: By saying he followed protocol, it must be assumed Ohio State officials knew they had a domestic abuse case on their hands, but allowed Zach Smith to keep working for almost three years. In passing off responsibility, Meyer effectively threw HIS boss, OSU athletic director Gene Smith, under the bus.

But here's a bigger issue. Meyer said he knew about what happened three years ago and he told the proper people in the OSU administration.

But then he allowed a member of his staff who had been charged with domestic abuse to keep working?

The only defense for that action is to believe the theory that there was NO physical abuse. And not even Urban Meyer is trying to sell that right now.

Ignorance is a defense which some people will accept—especially from a coach with the coaching pedigree of Urban Meyer. If his record had not included any of those titles, does anyone seriously think that Meyer would still be employed at OSU?

Which again leads us back to a question I asked when the incident was revealed earlier this week. Why would a coach of Meyer's stature risk his job to protect an assistant head coach?

It still doesn't make sense.

I don't know what Ohio State will do when it concludes its investigation, which could last anywhere from a few weeks to a few months.

Meyer faces a situation in which he is either guilty of ignorance, or unreasonable tolerance for domestic violence in an era when almost everyone—including Meyer in his own message to his team—agrees there is zero tolerance.

Maybe I'm missing something here. But if THE Ohio State university wants to maintain any sort of credence as a University, it must move on WITHOUT Urban Meyer.

In a strange, perhaps remote way, Boston College's footprints are all over the Ohio State case. Interim OSU football coach Ryan Day is a former BC assistant. Head coach Steve Addazio, hired Smith on his staff when he was at Temple, is also a former Meyer assistant and new BC athletic director Martin Jarmond came to The Heights from Ohio State, where he had direct dealing with many members of the football staff. It would seem at the very least, that Ohio State's investigation would include a discussion with Jarmond and Addazio about what they knew.

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**Subject:** [cfaa-elite-clips] Setting Expectations for the Group Responsible for Investigating Urban Meyer

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Setting Expectations for the Group Responsible for Investigating Urban Meyer

Michael McCann

Sl.com

03 August 2018

In the latest development over whether Urban Meyer satisfied his legal and contractual duties to notify Ohio State administrators about domestic violence allegations against former assistant coach Zach Smith, the Ohio State University Board of Trustees on Thursday announced that it was convening an “independent board and working group” to investigate how the university responded to the allegations. The board will include two prominent legal figures—former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart—as well as former Ohio Speaker of the House Jo Ann Davidson and three OSU trustees (Alex Fischer, Janet Porter and Alex Shumate).

From a legal standpoint, the convening of the board is significant for several reasons.

First, the summoning of a specialized board creates some degree of distance between the university and Meyer, whom the university on Wednesday placed on paid administrative leave. If the university instead relied exclusively on its own general counsel and other attorneys employed in the university’s office of legal affairs, Meyer and his legal team would have a greater opportunity to argue that the school failed to satisfy due process requirements in how it evaluated him.

To that point, should Ohio State ultimately fire Meyer with cause—which, as I explained on Wednesday, would mean that he loses the right to receive the more than \$38 million remaining on his employment contract—Meyer would almost certainly sue the school for breach of contract. In such a lawsuit, Meyer would argue that university officials were motivated or even pressured to interpret evidence and testimony in a light adverse to Meyer. After all, the school would like this controversy to go away quickly—if it saves roughly \$38 million in the process, even better. A so-called “independent board” to some extent insulates the university from the investigation’s findings and suggests that those findings were credibly made. Conclusions reached by the board will be viewed as “independently reached”

rather than as byproducts of a university-led perspective.

For similar reasons, Ohio State has elected to place Meyer on paid administrative leave rather than suspending him without pay. A suspension, Meyer's legal team would contend, implies that the university has already reached a conclusion about Meyer's guilt. To the extent such a critique is valid, the university can't credibly present itself conducting an impartial investigation, nor can it claim that Meyer has been accorded a sincere chance to defend himself. Given that Ohio State is a public university, it will need to satisfy due process requirements in how it handles Meyer. If it appears that Meyer was prejudged by the university, Meyer's attorneys would pounce on that to argue the coach was victimized by unlawful bias.

By convening a specialized board, the university gains the advantages of putting the situation in the hands of talented and skilled investigators. Morford and Stewart, two former top prosecutors, will know what they're doing and they'll have the necessary skill set to acquire evidence and learn facts. Both men also do not appear to have educational ties to Ohio State—Morford is a graduate of Hope College and Valparaiso University School of Law, while Stewart holds degrees from Stanford University, Columbia University and Harvard Law School. They are presumably not Buckeyes fans whose association or fandom could be cited by Meyer as potential grounds for prejudice.

## RESTRAINTS ON THE SPECIALIZED BOARD'S ROLE AND INFLUENCE

The "independent board and working group" is not without limitations and vulnerabilities.

For one, it's not really independent. The university is presumably paying the board's members, a point which the members will surely appreciate. This is not a board picked by an independent body without a stake in the controversy. To be sure, the university would like the board to find the truth. However, even if Ohio State does not verbalize such a point to the board, the university would prefer the truth not implicate top officials at the school. Further, whether or not the specialized board is given real autonomy, the fact that the university is presumably paying board members stands in the way of complete independence.

In addition, the specialized board is not designed as a fully autonomous entity. Ohio State's press release specifically expresses that the "independent" board "will direct the work of the investigative team and be available to provide consultation and advice and assist with communication to the full board on the matter." This language indicates that the specialized board will collaborate with the Ohio State Board of Trustees. Furthermore, half of the specialized board's six members are also members of the Board of Trustees. This point further emphasizes that the design of the board is to be connected to, rather than separate from, the university.

Second, the specialized board will lack powers enjoyed by prosecutors and other government officials. Irrespective of

how many former prosecutors and former public officials are members of a private investigative board, the board is a private enterprise. Such a board lacks subpoena powers, meaning it can't compel witnesses to speak or share evidence. Likewise, the board can't force witnesses to testify under oath. This means that witnesses can knowingly lie without fear of being charged with perjury. Given that witnesses often have reasons to distort their recollections in ways that deflect blame from them, witnesses often become less reliable narrators of past events when they're not deterred by the very serious requirements of delivering sworn testimony.

In some cases, there are workarounds to these dynamics. For instance, an Ohio State employee might not be legally compelled to speak with the board, but if that employee fears being fired for failing to cooperate with an investigation, he or she may open up and share electronic records. However, these workarounds are less useful when witnesses are not employed by Ohio State.

Michael McCann is SI's legal analyst. He is also Associate Dean of the University of New Hampshire School of Law and editor and co-author of *The Oxford Handbook of American Sports Law and Court Justice: The Inside Story of My Battle Against the NCAA*.

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**CC:**

**Subject:** [cfaa-elite-clips] The Messages Behind Urban Meyer and Zach Smith's Public Relations Tour

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The Messages Behind Urban Meyer and Zach Smith's Public Relations Tour

Michael McCann

Sl.com

03 August 2018

The controversy at Ohio State involving allegations of domestic violence against former assistant coach Zach Smith and the extent to which head coach Urban Meyer satisfied legal and ethical obligations in addressing them entered a new phase Friday night. If the Ohio State Board of Trustees, which on Thursday assembled a specialized board to investigate the matter, hoped the controversy would end anytime soon, the trustees' hopes were dashed on Friday.

#### LEGAL AND PUBLIC RELATIONS IMPACT OF URBAN MEYER'S "DEAR BUCKEYE NATION" LETTER

Meyer on Friday released a letter ostensibly aimed at the Ohio State community. The letter no doubt also contemplates Ohio State leadership and journalists as its audience. Furthermore, while the letter is signed by Meyer, the coach's attorneys and public relations advisors almost certainly played critical roles in the drafting of every word.

In the letter, Meyer asserts that he has "always followed proper reporting protocols and procedures" when he "learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels." Further, Meyer explicitly states that he followed relevant protocols in the aftermath of an alleged domestic violence incident involving Smith and his ex-wife, Courtney Smith, when the two were still married in 2015.

These assertions are important for at least a couple of reasons. First, Meyer marks his legal turf with the university. His statement communicates to Ohio State administrators and the Ohio State Board of Trustees that the university lacks the necessary grounds to fire him for cause. As I explained in a piece published on Wednesday, those grounds entail (among other things) Meyer lying to his superiors, Meyer violating university policies related to reporting and sexual

misconduct and Meyer failing to adequately notify the university about alleged misconduct by employees who report to him.

By expressing that he did, in fact, provide sufficient reporting, Meyer is letting Ohio State know that if the school fires him with cause (meaning he'd lose out on the \$38 million-plus remaining on a deal that runs through 2023), he'll sue the school for breach of contract. In any lawsuit, Meyer would contend that the university lacks actionable grounds under the terms of the employment contract to dismiss him with cause. His letter is a preview of that argument.

Second, Meyer's letter makes clear that he is ready to deflect blame onto others at Ohio State. Meyer's strategy seems to involve turning a scandal where he is at the center into an institutional controversy that threatens high-level university officials. To that end, if Meyer reported what he knew to his superiors, such as the university's Title IX coordinator and athletic director Gene Smith, and if the university believed that Smith had engaged in misconduct, why didn't the university fire Smith? Alternatively, why didn't university leadership instruct Meyer to fire Smith? To the extent Meyer has emails and texts that corroborate his account of reporting, university officials could find themselves in a difficult spot to explain why Smith remained on the payroll from 2015 to '18.

In order to persuade the audience that Meyer reported what he learned about a 2015 incident in which Smith was accused of battering his pregnant wife, Meyer had to amend what he told journalists during the Big Ten media day July 24. During that now infamous press conference, Meyer was asked directly about the 2015 incident. Meyer seemingly dismissed it, saying he had received a text the night before concerning the incident but that "there was nothing . . . once again, there's nothing—once again, I don't know who creates a story like that." Meyer's statement on Friday admitted that he "failed" to be "clear, compassionate, and most of all, completely accurate" during the press conference. He attributed his failings to not being "adequately prepared to discuss these sensitive personnel issues with the media."

Meyer portraying himself as unprepared and ill-equipped to handle questions in a press conference strikes many as hard to believe. The 54-year-old three-time national champion has been a head coach in 208 games and in 14 bowl games. He also is part of a weekly radio show called "The Urban Meyer Show." Meyer is hardly a novice when it comes to press conferences and interactions with the media. He is also regarded as someone who is supremely prepared for his professional activities. It would be very out of character for him to be ignorant of the proper answers to reporters' questions, particularly about an assistant coach he had just fired the night before.

Yet Meyer misleading journalists does not match any of the conditions in his employment contract that would empower the school to fire him with cause. In other words, Meyer admitted to the one kind of misconduct that doesn't undermine his legal position. This was surely by design and reached in consultation with his attorneys.

## IMPLICATIONS OF ZACH SMITH'S UNANTICIPATED MEDIA TOUR

Although Smith's attorney Bradley Koffel told ESPN he would only make his client available to the media after Smith and Courtney Smith were sworn in to testify, Smith made himself available to answer media questions on Friday in interviews conducted with 105.7 The Zone Columbus and ESPN. Smith made a number of statements during these interviews that will elicit sharp scrutiny. Most disturbingly, Smith seemed to blame his ex-wife for injuries that he inflicted on her. Smith's remarks also seemed designed to protect Meyer—the person who fired Smith on July 23.

On 105.7, Smith professed complete innocence to host Matt McCoy. Smith stressed that he had “never” committed domestic violence. Along those lines, Smith asserted that he “never hit her” and that he “never did anything to physically harm her.”

This depiction of the past seems starkly at odds with Smith's other statements. As noted by college football reporter Brett McMurphy, Smith's account differs sharply from a text exchange between he and Courtney Smith where he acknowledged that he picked her up by her neck and strangled her. While Smith is not under oath while speaking with media, if he proves himself to have lied during those interviews, it is difficult to believe him on any topic where we must rely on his retelling of events. To put it charitably, Smith hardly seems like a reliable narrator.

On ESPN, Smith told reporter Dan Murphy that wounds suffered by his ex-wife in 2015 were attributable to self-defense on his part. He explained to Murphy that, “anything that happened to her body was all just defensive movements to remove myself from the situation.” Smith further stressed that after being investigated by law enforcement he was not charged in the 2015 incident (this is true, although Smith was charged in 2009 for aggravated battery of his pregnant wife).

Smith also told Murphy that he informed Meyer about what took place in 2015. It's unclear exactly when he informed Meyer of the incident or which details he shared with Meyer but, according to Smith, Meyer warned him, “If I found out you hit her, I swear to God you're done—you're fired.” Smith acknowledged that he did not share any photographs of his wife's injuries with Meyer and that Meyer apparently did not ask for them. To this point, Smith stressed that it would not have been appropriate for Meyer to engage in such fact-finding. “He's not an investigator,” Smith said of his former boss. “He's not a cop. He's not a detective ... you can't have a head coach doing investigating. Investigators do investigations.”

On some level, Smith has a valid point. Meyer was neither a neutral figure as it pertained to the relationship between his assistant coach and that coach's wife, nor was he someone trained in criminal investigations. If Meyer investigated and attempted to speak with Courtney Smith, it could be perceived as intimidating the witness or interfering with an investigation. To that point, associates of Meyer, according to McMurphy, talked her out of pursuing an aggravated battery charge against her husband in 2009.

On the other hand, it remains to be seen what, if anything, Meyer relayed to his superiors about the 2015 Smith incident. If Meyer adopted a “hear no evil, see no evil” approach and went out of his way to not learn what occurred,

Ohio State would be on firmer grounds to fire him with cause. Similarly, if Meyer whitewashed what he had learned when recounting his knowledge of the incident to Gene Smith and other Ohio State leaders, Ohio State could assert that Meyer intentionally downplayed the incident in order to protect one of his coaches.

But as noted above, Ohio State leadership may not have clean hands in this controversy. Zach Smith revealed to Murphy that Gene Smith contacted him after the athletic director learned of the 2015 incident, telling the assistant coach to return to Columbus. Zach Smith further claimed that the university “handled” the incident “exactly how they should have handled it. The police alerted them. They investigated it, and there were no criminal charges.”

This depiction (if it is accurate) suggests that Ohio State was well aware of the 2015 incident, either through Meyer or other persons (such as police officers or court clerks) or a combination of Meyer and other persons. Such a depiction favors Meyer in that it is consistent with him not concealing information from Ohio State. It remains to be seen if emails and other university records corroborate or dispute this narrative.

ESPN ended the Smith-Murphy interview with Smith contending that it would be a “crime” if Ohio State fires Meyer. To say the least, it was stunning use of the word “crime” in a story where Smith is accused brutally attacking his wife on several occasions, including while she was pregnant.

Michael McCann is SI’s legal analyst. He is also Associate Dean of the University of New Hampshire School of Law and editor and co-author of *The Oxford Handbook of American Sports Law and Court Justice: The Inside Story of My Battle Against the NCAA*.

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**Subject:** [cfaa-elite-clips] Bob Evans Restaurants suspends 'breakfast coach' Urban Meyer

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Bob Evans Restaurants suspends 'breakfast coach' Urban Meyer

Tim Feran

Columbus Dispatch

03 August 2018

Bob Evans Restaurants has suspended its deal with Urban Meyer only days after announcing that the Ohio State head football coach would be the star of its fall advertising campaign.

The long-term implications for Meyer's brand and that of Ohio State — the most-valuable college football brand — aren't yet known.

The move by Bob Evans came within hours of the news that Meyer had been put on paid administrative leave after reports surfaced that appeared to contradict his contention that he didn't know in 2015 that receivers coach Zach Smith had been accused by his now ex-wife of abuse.

Meyer signed on as the first "Head Breakfast Coach" for the restaurant chain early this week. When Bob Evans announced that Meyer would be the star of its ad campaign, the restaurant chain's president and CEO said in a statement, "We're ready for whatever plays he throws at us."

But after Meyer was put on leave, the chain changed its position.

"At Bob Evans, we strongly believe in the family-first values upon which the company was founded," the company said Thursday. "We are suspending the current partnership with Urban Meyer and removing all related content pending the results of the official Ohio State University investigation."

The CEO of Big Sandy Superstore, which has been featuring Meyer's wife, Shelley, in its ads, praised the couple.

"I know that the Meyers in no way would support or condone any type of violence against women," said Robert Van Hoose, CEO of Big Sandy, in an email. "I'm willing to let the university do their due diligence and in the end, have full confidence in the Meyers' integrity and desire to do the right thing for themselves and Ohio State."

The shock waves from the story are spreading quickly and will be wide-ranging, said Deborah Mitchell, a professor of marketing at Ohio State's Fisher College of Business.

"There are implications for the university, for Columbus, for a lot of people," she said. "I was in a little bistro when the news broke on a television and the reaction was intense — I thought there was going to be a fight. That's how high passions run."

Ohio State has been called college football's most valuable brand, with a value just under \$1 billion, according to annual studies from Indiana University-Purdue University Columbus. Complicating the story from an advertising aspect is the fact that in 2015, Ohio State University secured a trademark designation for the name "Urban Meyer."

"So whatever happens, the brand implications are deep and not going to go away overnight," Mitchell said. "I'm sure the team will pull together, but the brand?"

This is not the first time that an individual's "brand" has been put to the test. When Tiger Woods was involved in a 2009 scandal involving his extramarital affairs, "overnight, his brand changed and almost everyone but Nike fled," Mitchell said.

Even so, the impact on the brands was severe. A study later the same year by researchers at the University of California, Davis, found that shareholders of Nike, Gatorade and other Tiger Woods sponsors lost a collective \$5 billion to \$12 billion.

As a national figure, Woods is different from Meyer, Mitchell said.

"With Tiger Woods, brands could drop him and they didn't have to worry about a backlash. But if Bob Evans drops Urban Meyer, there would be backlash in some quarters. ... I can imagine some Buckeye fans saying they would boycott Bob Evans. That's Buckeye Nation. That makes it very different from a national celebrity."

Ira Mayer, a veteran licensing expert and co-director of the Institute for Branding & Licensing at a branch campus of Long Island University, agreed that Meyer is different from a professional athlete. He is not as widely known or seen as a brand in his own right, Mayer said, suggesting that based on what's currently known, the impact on Ohio State in the commercial world could be relatively short-lived.

"It's not going to do irreparable harm to the OSU brand," Mayer said. "Generally speaking, the impact tends to be short-term ... people still have an allegiance to the team and the school."

That could change.

"Hopefully, there's nothing else to come out ... where anyone else knew about it, or there was a pattern," Mayer said, especially given the #MeToo era of heightened sensitivity about the abuse of women.

Dispatch reporter Marla Matzer Rose contributed to this story.

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Ohio State football | Urban Meyer's close relationship with Earle Bruce, Zach Smith reaches far into past

Bill Rabinowitz

Columbus Dispatch

5 August 2018

Zach Smith has known Urban Meyer as long as he can remember.

As Earle Bruce's grandson, Smith grew up knowing the mutual love and respect his grandfather and Meyer shared, which began with Meyer getting his first college coaching job under Bruce at Ohio State in 1986.

Smith turned down scholarship offers to become a walk-on at Bowling Green, where Meyer was coach at the time, because he knew from when he was 8 years old that he wanted to be a coach as well.

"My grandfather told me if I wanted to be a coach you had to go play for this guy," Smith said.

Now, after six years as Meyer's receivers coach at Ohio State, Smith was fired on July 23 after accusations of domestic abuse. Meyer's response to those accusations have imperiled his own career. Meyer's fate rests with a six-person investigative committee formed by OSU's board of trustees.

After playing for Meyer, Smith got his coaching start as an unpaid intern under him at Florida. Meyer imparted some blunt guidance right away.

"He said, 'Here's the only advice I'll give you,' " Smith recalled. " 'If I have to ask you to do something, you should be



offended that I had to ask. And you should do it and lay it on my desk as if you're saying, 'Here's your freaking report. It's better than you ever thought I could do, it's better than you wanted and you'll never have to ask me for anything ever again because I'll have it done before you ask and I'll be offended if you have to ask, because that's my job.'

"That's when I was 22 years old. To this day, it's the best advice I've ever been given."

Smith then coached at Marshall and Temple. Shortly after Ohio State hired Meyer in late 2011, Bruce's wife, Jean, died. At her wake, Meyer asked Smith to join his staff.

"He came to my grandmother's wake because he was very close to her," Smith said. "He didn't want to make an ordeal of it, but he talked to my grandfather and saw me and just said, 'So do you want to coach at Ohio State?' "

Smith said that when he asked the question, it was if he felt Jean Bruce's presence in the room.

"The receiver position is a position I coached for a long time, so I have a firm belief of how to do it," Meyer said five years ago. "Zach played for me and coached for me. He's not going to stray off what I believe in. Obviously, he had ties here."

Now those ties are broken. Smith said he knew his situation might be tenuous when allegations of domestic abuse surfaced. Respect for women is said to be one of the program's core values — it is painted on the wall of the Woody Hayes Athletic Center.

But Smith said he believed the fact that he hadn't been charged with a crime stemming from the 2015 accusation of domestic abuse would keep him from losing his job.

Instead, Meyer fired him in a phone call.

"He and Gene called me on speaker phone from Chicago on that Monday," Smith said. "It was short, to the point, didn't really give me a reason. They just said with everything going on, it's time to make a change and he no longer was going to have me as receivers coach."

Smith said he was devastated, but understood the decision. He said that he and Meyer haven't spoken since.

Smith broke his public silence on Friday just as Meyer released a statement apologizing for saying at Big Ten media days that he knew nothing about the 2015 allegations. But Meyer also asserted that he had followed the proper protocol otherwise.

Smith defended his now former boss. He said that he didn't tell Meyer about the accusations because he considered it a private matter and didn't want to burden him.

"For this to even be a topic of conversation or a possibility is absolutely against all logic, because he handled it the way he was supposed to," Smith said. "He did what he was supposed to do.

"He didn't know about things that I didn't tell him about because they weren't his issue. When he did find things out, he reported them the way he was supposed to and handled them properly. For this to even be a question, it's a sad state of how society, the media, social media all works."

A relationship that, because of the Earle Bruce connection, went beyond head coach-assistant coach has ended, at least professionally.

"I'm sure at some point I'll talk to him," Smith said. "I don't know the timeline of that."

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Michael Arace: Ohio State leadership deficit apparent in athletic scandals

Michael Arace

Columbus Dispatch

04 August 2018

Urban Meyer pushed back hard on Ohio State Friday afternoon. This is a smart move on his part because there is a leadership vacuum at the great state university. In the land of the blind, the one-eyed man is king.

Is anyone else — faculty, alumni, board members — wondering what the heck is going on with the athletic department? Ohio State could be known for a litany of good works it does as an institution of higher learning, as a leading research university and as a community dedicated to the land-grant ideals of the Morrill Acts.

Right now, though, it's known for leading the Big Ten in grotesque scandals — and that, folks, is saying something.

O-H!

Dr. Richard Strauss, a physician at Ohio State who served as team doctor from 1978 to '98, has been accused of molestation by more than 100 men, many of them wrestlers. Strauss killed himself in 2005. Ohio State began investigating when allegations began to arise in April.

U.S. Rep. Jim Jordan, a former assistant wrestling coach, has been dragged into the awful mess. Jordan repeatedly has said he knew nothing of any of these depredations, and he is now attacking his accusers with vigor and venom.

The latest on the Strauss story appeared on the front page of Friday's editions of The New York Times.

The scandal involving the Ohio State Diving Club also is national news (and made the pages of The Times). A former diver, Eszter Pryor, last month filed a class-action lawsuit that says an assistant coach, Will Bohonyi, forced her to have sex with him beginning in 2014. At the time, Pryor was 16 years old. She said she was apprehensive about reporting the abuse because there were no clear channels to do so, and because she feared repercussions.

Ohio State investigated the incident in 2014, placed Bohonyi on administrative leave and then fired him. The school said it also alerted Franklin County Children's Services, campus police and USA Diving, a national governing body.

A criminal investigation is ongoing.

Enter Urban Meyer, who was placed on paid administrative leave Wednesday. On July 24, during the Big Ten's annual football media gathering, Meyer denied, denied, denied that he knew anything about a 2015 allegation of domestic abuse involving OSU assistant coach Zach Smith.

He said, "(T)here's nothing. ... I don't know who creates a story like that. ... I was never told about anything. ... I never had a conversation about it."

The scandal blew up a week later when Smith's ex-wife, Courtney, went public with what she said was evidence of physical abuse — and said that Meyer's wife, Shelley, knew about it. In short order, nine police reports — none including criminal charges — involving the Smiths came to light.

Meyer was placed on paid leave as yet another blue-ribbon committee conducts an investigation.

Friday, Meyer released a statement that said, in part, "I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And, I did so regarding the Zach Smith incident in 2015."

Alternate reading: "If you blame anyone, don't blame me. Blame athletic director Gene Smith and/or school president Michael Drake. It's not my fault for waiting nearly three years to fire a coach accused of domestic violence. Fire somebody else."

Meyer stated, "The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident than now. My words, whether in reply to a reporter's question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate. Unfortunately, at Big Ten Media Days on July 24th, I failed on many of these fronts. ... I apologize for the way I handled those questions."

Alternate reading: "OK, I lied last week — but I'm not lying now. I am entirely credible. Trust me."

Meyer stated, "At the appropriate time, I will also address the questions and speculation in a public forum. But for now, out of respect for ongoing inquiry, I will refrain at this time."

Alternate reading: "This very statement is an act of brazen insubordination, intended to influence the investigation and rally Buckeye Nation — they love me! — to my cause. But I'll be quiet now because I am an honorable sort."

Meyer is lobbying hard to keep his job, to the point of rubbing his bosses' faces in the cult of his personality. He is forcing his superiors to decide what the university stands for: Gridiron victories that generate hundreds of millions of dollars to feed the athletic department — or whatever else the school might cherish.

To the benefit of the administration, the Meyer scandal has taken the public's eye off the scandal involving Dr. Strauss, who is being described as a serial molester, and the scandal involving the diving club, which has allegations of child abuse hanging over it.

I-O!

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Analysis: Still many questions to be answered in Ohio State case

Bill Rabinowitz

Columbus Dispatch

5 August 2018

Their prolonged silence ended dramatically and almost simultaneously Friday afternoon.

In a 492-word statement on Twitter, Urban Meyer admitted that he had “failed on many ... fronts” when he said falsely in Chicago on July 24 that he knew nothing about the 2015 domestic abuse accusations against Zach Smith, an assistant on his football coaching staff at Ohio State University.

Meanwhile, Smith began a series of interviews, including with The Dispatch, that delved into the allegations by his ex-wife, Courtney, and Meyer’s response to them. The timing was coincidental, said Smith’s attorney, Bradley Koffel.

The former wide receivers coach, who was fired on July 23, and the embattled head coach were defending their actions and likely trying to restore their damaged reputations. But plenty of questions remain, for them and others. Meyer’s chances of being reinstated from his paid administrative leave will depend on the answers.

A six-person investigative committee appointed by OSU’s board of trustees and including three trustees will determine his future, but public opinion also could be a factor.

By acknowledging that he lied about not knowing in 2015 about the accusations that year, Meyer may be hoping that deceiving the media, and thus Ohio State fans, will be considered a forgivable mistake. But for someone as experienced with the media as Meyer is, his claim to have been caught off-guard by questions about Zach Smith might be hard for some people to believe.

In his Twitter message, Meyer said he followed all protocols at the time regarding the 2015 allegations, but he did not specify what action he took. He must hope that the evidence confirms that he acted properly.

Smith's explanation of the timeline and his decision not to inform Meyer in 2015 might help that cause. Smith said he was on a recruiting visit when athletic director Gene Smith called him following a call from the Powell police department and told him to return to Columbus.

If that's the case, then Meyer wouldn't have had to tell the athletic director because he would already have known. Which raises the question, given that Meyer has been placed on administrative leave, should Gene Smith also be on leave during the university's investigation?

That timeline also might help Meyer's wife, Shelley, a part-time OSU employee whom Courtney Smith said she told about the alleged abuse.

Zach Smith said Meyer sternly told him that if he did hit Courtney, he would be fired. But it's unclear whether any other actions were taken by Meyer, Gene Smith or anyone else at Ohio State.

Zach Smith does not appear to have been disciplined at the time. His performance reviews, obtained by The Dispatch, make no mention of the accusation or any actions taken as a result.

He said he was given only a vague reason for his dismissal when it did happen, but he understood that the firestorm about the accusations made his staying problematic.

Other key figures have remained mostly quiet. Gene Smith declined a request for comment, saying he didn't want to talk while the investigation is pending. Ohio State President Michael V. Drake also has been silent.

With the exception of her interviews with independent college football reporter Brett McMurphy and WatchStadium.com, so has Courtney Smith, as well as those close to her. It is not known whether Ohio State officials tried to talk with her in 2015 or recently.

The Powell police department, which provided no information on the 2015 accusations until the day Meyer spoke in Chicago, still has not released some documents regarding the dispute between the Smiths that led to Zach Smith's firing.

No one on the investigative committee has spoken publicly. The timetable for their inquiry is unknown, as is the list of people to be questioned.

While the investigation goes on, so do the days on the calendar. Ohio State's opener against Oregon State is Sept. 1. The team had its first preseason practice Friday with Ryan Day as acting head coach. Day joined the OSU staff last season and is one of the team's offensive coordinators.

Ohio State has imposed a media blackout of the team. All practices are closed for the time being. There have been no interviews with coaches, let alone players, for a program that has a passionate following.

So both on and off the field, questions outnumber answers.

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Ohio St's Day the latest interim coach tapped amid trouble

Cliff Brunt

Associated Press

03 August 2018

Ohio State coach Urban Meyer is on administrative leave as the school investigates claims his wife knew about allegations of domestic violence against former Buckeyes assistant Zach Smith, who was fired last week. Co-offensive coordinator Ryan Day will run the team during the investigation. Here are some of the coaches who took interim roles at prominent programs after scandals and how they fared:

JIM GROBE, BAYLOR, 2016

Grobe, a former Wake Forest head coach, came out of retirement to after Art Briles was fired following a sexual abuse scandal at the school. Grobe led the team to a 6-6 regular-season finish and a spot in the Cactus Bowl. The Bears defeated favored Boise State 31-12 to give the Bears a winning season. Grobe steadfastly said he had no interest in returning for another year and he headed back into retirement.

CLAY HELTON, USC, 2015

Helton took the interim role in 2015 following Steve Sarkisian's in-season dismissal. Helton's 5-2 run as a fill-in got him hired as the full-time head coach. He has gone 21-6 the past two seasons, and the Trojans won the Pac-12 title last season. Helton was rewarded in February with a contract extension through 2023.

#### JOHN L. SMITH, ARKANSAS, 2012

Smith stepped in after Bobby Petrino was fired following a motorcycle accident that led to revelations of an affair with a female employee. The former Michigan State coach couldn't right the Razorbacks, who stumbled to a 4-8 record after starting the season with top 10 aspirations.

#### TOM BRADLEY, PENN STATE, 2011

Bradley took over after Joe Paterno was fired nine games into the season amid the Jerry Sandusky child sexual abuse scandal. Bradley went 1-3 to close the season, with the win coming against Ohio State. The Nittany Lions lost to Houston in the Ticket City Bowl, and Bradley left after he was not hired by new coach Bill O'Brien. He is now the defensive backs coach for the Pittsburgh Steelers.

#### LUKE FICKELL, OHIO STATE, 2011

Fickell took over as interim coach while Jim Tressel served a five-game suspension as the NCAA investigated a tattoo parlor scandal. Tressel resigned after those five games, and Fickell led the team to a 6-6 regular-season record. Fickell kept his job as an assistant when Meyer took over, and he was the defensive coordinator when the Buckeyes won the national title in 2014. Fickell is now the head coach at Cincinnati, which went 4-8 last season.

#### EVERETT WITHERS, NORTH CAROLINA, 2011

North Carolina fired Butch Davis in July 2011 amid an NCAA investigation into improper benefits and academic misconduct. Withers, the defensive coordinator and secondary coach, led the team to a 7-6 record. The Tar Heels hired current coach Larry Fedora away from Southern Mississippi. Withers is now the head coach at Texas State.

#### MIKE SHULA, ALABAMA, 2003

Shula took over for Mike Price, who was fired after a well-publicized night at a Florida strip club before he even coached a game for the Crimson Tide. Alabama went 4-9 that season under Shula, 6-6 in 2004 and 10-2 in 2005. Shula was fired after a 6-6 campaign in 2006. He has been an assistant in the NFL with Jacksonville and Carolina, and currently is the New York Giants' offensive coordinator and quarterbacks coach.

GALEN HALL, FLORIDA, 1984

Florida hired Hall as offensive coordinator in 1984, but three games into the season, head coach Charley Pell was fired after an NCAA investigation alleged more than 100 violations. Hall went 8-0 overall and 5-0 in the Southeastern Conference and led the Gators to their first-ever conference title. Florida removed the interim tag, and Hall went 9-1-1 in 1985. The penalties depleted the program, and Florida never won more than six games under Hall again. He resigned midway through the 1989 season after he acknowledged violating NCAA rules.

AP Sports Writers Kurt Voigt and Aaron Beard contributed to this report.

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With Urban Meyer, Ohio State can't repeat mistake from Jim Tressel scandal

Bill Bender

Sporting News

04 August 2018

COLUMBUS, Ohio — Most Ohio State fans cringe when they remember the words former Ohio State president E. Gordon Gee fumbled through when defending football coach Jim Tressel on March 8, 2011 — the early stages of the TattooGate scandal.

Tressel was suspended for two games, but Gee made it clear the coach wouldn't be fired. Longtime Columbus Dispatch reporter Tim May teed up the question: "Has the thought of dismissal ever crossed your mind in this case?"

"No, are you kidding?" Gee shot back. "I'm just hoping that the coach doesn't dismiss me."

A cringe-worthy response, to this day.

It was a wrong-place, wrong-time remark that didn't reflect the serious nature of the scandal that followed. Sure, Tressel — who was 106-22 at Ohio State from 2001-10 before 12 wins were vacated — was fireproof at the time. He was 9-1 against Michigan and had delivered a national title in 2001.

But that didn't matter once details arose of Tressel's role in helping cover up a memorabilia-for-cash scandal. He resigned on May 30, 2011.

Tressel stood to the left of Gee during that awkward news conference, but it was current athletics director Gene Smith who stood to Gee's right. We're about to find out if he learned anything from that moment after placing Urban Meyer on paid administrative leave after a report by Brett McMurphy placed into question whether he knew receivers coach Zach Smith committed domestic abuse against his wife in 2015.

It's déjà vu all over again, but with a much more serious topic. The parallels between the two situations are all-too-easy to see. Meyer faces allegations of knowingly covering something up — in this case, keeping an alleged domestic abuser on his staff — in much the same way Tressel helped cover up TatooGate. Tattoos don't compare to domestic violence, but the parallel remains.

It cost Tressel his job. Meyer could be next.

Smith and Ohio State president Michael V. Drake, who succeeded Gee, can't have one of those awkward moments now. Not with the Zach Smith fallout. Not with potential Title IX violations. Not with Meyer, who has denied knowledge of said allegations against Smith from 2015.

Meyer is 73-8 since taking over at Ohio State in 2012. He delivered a national championship in 2014, and there's that perfect 6-0 record against Michigan. He has better on-field credentials than Tressel, but none of that matters now. If there's a common bond between the two coaches, it's the same old lesson:

Mistakes get you in trouble. The cover-up gets you fired.

When Meyer was initially asked about McMurphy's report — which detailed the 2009 and 2015 domestic violence allegations against Smith — his response was one of strong denial.

"I got a text late last night something happened in 2015, and there was nothing," Meyer said on July 24. "Once again, there's nothing — once again, I don't know who creates a story like that."

It wasn't as flippant as what Gee said, but that sound bite makes the spotlight on Meyer that much harsher. If he knew about the allegations against Smith in 2015 and knowingly kept the coach on his staff, that's grounds for firing. That hasn't been proven yet, even with the McMurphy report that shows texts between Courtney Smith and Meyer's wife Shelley, herself an employee at Ohio State.

The Meyer family, the football program ... these should be secondary considerations for Gene Smith and Drake, who

can set an example for other universities in a climate where domestic violence is rightfully being talked about as one of the country's most important social issues.

Enough is enough, and Ohio State — with or without Meyer — can set the tone for other big-money college football programs to follow.

Tressel resigned, and the punishment ended up being a one-year postseason ban for Ohio State. But that came with Meyer, who could be argued as one of the top college football coaches of all time. That actually left the program in better shape.

Seven years later, times have changed, but some norms within college football — with Ohio State at center stage, for now — haven't. It can back up what Meyer said at Big Ten Media Days on July 24.

"The Ohio State University is bigger than all of us, so you have to do what's right by them," he said.

That's on the leadership, and they have to make it clear that, if it requires dismissing the coach, so be it. The truth must come with transparency with the next step.

To be clear, we're not kidding about that at all.

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Urban Meyer's Media Day Denial Looms Large Within His First Public Statement on Leave

Joan Niesen

Sl.com

03 August 2018

On Friday, Urban Meyer addressed the public for the first time since the Wednesday report that he'd been aware of allegations against Zach Smith, the former Buckeyes receivers coach he fired on July 23. The coach's statement, written as a letter to "Buckeye Nation," was a clear defense of his actions three years ago. In it, he says he has "always followed proper reporting protocols and procedures" when he has "learned of an incident involving a student-athlete, coach or a member of our staff by elevating the issues to the proper channels"—and that he did so when allegations against Zach Smith surfaced in 2015.

The course of action Meyer presented in the statement seemed appropriate in the wake of the allegations: at the time, Zach Smith was accused of committing domestic violence and felonious assault. Problem is, 10 days earlier, Meyer had categorically denied knowing anything at all. By his telling on July 24 in Chicago at Big Ten football media days, he'd had no information at all in 2015 to pass up the line.

It is clear now that Meyer knew about Courtney Smith's allegations, whether it was through his wife, Shelley, who had texted with Courtney Smith about her circumstances, or through Ohio State and its athletic director, Gene Smith. In a Friday evening radio interview on Columbus's 105.7 The Zone, Zach Smith said Gene Smith had called him in 2015, informing him of the allegations and pulling him off a recruiting trip. Ohio State knew what was going on. Meyer knew. So why did the coach, in nine separate, direct questions at media days, deny as much?

Meyer's initial comments on the subject—the denial that's coming back to haunt him today—came a day after former ESPN reporter Brett McMurphy, who's broken every wrinkle of the story, wrote that Zach Smith had been served an order of protection in 2018. In the wake of that news, Meyer fired Smith. After that, he had more than 12 hours to prepare for the questions he knew would be rightfully awaiting him the next morning: about the termination, about past allegations from '09 and '15, about what he knew and what he'd done.

In front of the assembled media in Chicago, Meyer said he knew about the 2009 incident, in which Smith was arrested for aggravated battery on a pregnant victim. As for 2015? “I got a text late last night something happened in 2015,” Meyer said that day. “And there was nothing. Once again, there's nothing—once again, I don't know who creates a story like that.”

There it is: The coach flat-out denied knowing anything about 2015. He doubled down a few hours later in a smaller media session, when Cleveland.com columnist Doug Lesmerises asked the coach to clarify his earlier words. Lesmerises took Meyer through almost every element of his earlier statement, piece by piece. “I can’t say it didn’t happen because I wasn’t there,” Meyer said of the ’15 allegations. “I was never told about anything. ... I never had a conversation about it.”

In his Friday statement, Meyer addressed the contradiction. “Unfortunately, at Big Ten media days on July 24, I failed on many of these fronts,” he said. “My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions.”

How else, though, did he say what he said without intending to be inaccurate or misleading? And how was he not prepared, almost a full day after learning the allegations against Smith—which he had known the ins and outs of for years—went public?

And why did Meyer draw a line between 2009 and ’15? Why was one incident deemed permissible to discuss—Meyer said he and Shelley had advised the Smiths to seek counseling and that he “saw a very talented young coach and we moved forward”—and the other was worth putting his job on the line to lie about?

Meyer’s statement should be taken as a strong push to clear his name—and keep his job. He’s alleging he did everything right in a bad situation, correctly handling allegations against a coach who maintains publicly that he did nothing wrong, a coach he turned around and fired three years later when similar allegations arose.

There are few more powerful coaches in college football than Meyer, and few savvier. But on Friday, it became clear that the coach had tripped over his own false statements. Now it’s time to ask why Meyer thought a coach he’d already fired, for allegations that had already gone public, was worth lying about at all.



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What we know and what we don't in Ohio State controversy involving Urban Meyer, Zach Smith

Digesting the unfolding story of Urban Meyer and what he may or may not have known about Zach Smith

Ben Kercheval

CBSSports.com

04 August 2018

Ohio State football cannot escape the headlines -- for all the wrong reasons. Coach Urban Meyer is on paid administrative while OSU investigates what he knew and when he knew it regarding former wide receivers coach Zach Smith and his 2015 domestic abuse incident.

And with Smith first breaking his silence on Friday -- along with a near-simultaneous statement published by Meyer -- there's plenty to unpack in what is suddenly college football's biggest story of the year. What exactly did Meyer know about the list of domestic violence allegations against Smith -- and when did he know it? Who else knew? What's next? Those are just some of the questions that don't have answers yet in this evolving story.

As we keep track of every step, it's time to stop and look at what we know and what we don't at this point.

What we know

1. Urban Meyer lied: We just don't know to what capacity. The simple fact is Meyer not only denied any knowledge of Smith's 2015 domestic violence incident during Big Ten Media Days, he was outright dismissive about it. "I was never told about anything and nothing ever came to light," Meyer said. "I've never had a conversation about it. I know nothing about it. First I heard about that was last night ... and I asked some people back at the office to call and say

what happened, and they came back and said they know nothing about it." Meyer then added "There was nothing ... Once again, I don't know who creates a story like that."

Except ... Meyer did know something prior to his appearance in Chicago. He admitted as much in his lengthy Twitter statement on Friday. He even went so far as to say he "always followed proper reporting protocols" in such matters and "did so regarding the Zach Smith incident in 2015." (The statement conveniently does not provide an explicit date of when Meyer knew about it.) In his own interview with ESPN, Smith said he and Meyer had a conversation about the incident in 2015, which would seemingly corroborate Brett McMurphy's bombshell report.

Lying to the media isn't a great look, but it's not a fireable offense. What the lie potentially means could be, however. Meyer has already changed his story once, eliminating any remaining shred of believability he might have had -- which was already close to zero anyway.

2. This is only the beginning: When Meyer denied knowledge of Smith's 2015 incident, it was largely taken at face value, even if somewhat skeptically. That's not the case now. Throughout this week, media requests have unsealed court documents of past incidents involving Zach and Courtney Smith. Many of the details of these incidents are extremely disturbing. And now there are more questions than answers, some of which we'll get to below.

But know this: Ohio State placed Meyer on paid administrative leave because he lied. Now, the school has to wipe the white board clean and start from the beginning as it investigates this matter. As McMurphy tweeted, a special working group has been created to kick-start the investigation. As for where they might start, recall that Courtney Smith told McMurphy that "All the [coaches] wives knew. They all did. Every single one." A lot of people will be questioned before this thing is done.

3. What happened between the Smiths is tragic: At the end of the day, this is a domestic violence case. What ultimately happens with Meyer, athletic director Gene Smith and the 2018 Buckeyes is really not all that important by comparison. That a woman was allegedly repeatedly abused by her partner, or that a man's reputation is at stake, is the overriding matter. Remember: The 2015 case is still open. Hopefully, the truth will be uncovered in time because right now there's a laundry list of allegations against Zach Smith dating back several years. While all of these are still allegations, there's some potential evidence in Courtney's favor, including pictures of bruises and an apparent text message exchange between her and Zach.

And if anyone wonders why it took so long for Courtney to come forward, consider her story in 2009 when Zach, then a graduate assistant at Florida, was arrested for domestic abuse while she was pregnant. That's when two of Meyer's closest friends, Hiram de Fries and former Ohio State coach (and Zach's grandfather) Earle Bruce, supposedly pressured her into dropping charges. Again, this is her version, but being pressured into letting things slide is, if nothing else, consistent with other accounts of gender violence. And while Zach to this day remains uncharged, it doesn't necessarily mean he's innocent, either, although he very well could be. In the eyes of the law, at least, he certainly is until proven otherwise.

All of this is to say what has happened over the better part of a decade is tragic and that shouldn't be lost in this story.

What we don't know

1. The timeline of who knew what and when: Consider this a catch-all because, right now, far less is known than what is unknown. It starts, of course, with Meyer — but it doesn't end there. Shelley Meyer, who works at Ohio State as an instructor in the College of Nursing, was a friend of Courtney's. Text message exchanges between the two show Shelley was well aware of Zach's alleged behavior. As Urban's wife, what she shares with her husband is obviously of great interest to the university's investigation.

This extends past the Meyers, too. All assistant coaches, their wives, and even Ohio State administrators are going to be front and center because many of them have responsibilities to report this type of information. Gene Smith will also certainly be of interest given that, according to Zach, he was aware of the 2015 incident after being notified by Powell police. As such, the communication between Gene and Urban becomes extremely important.

2. Why Zach Smith was kept on Ohio State's staff for so long: The short answer is because, according to Smith's interview, he was never arrested or charged in the 2015 incident. OK ... but if Meyer knew about it, why wouldn't he be more invested in it like he was in 2009? "He wanted to know what really happened from me and then he let the police do their job," Zach told ESPN. "You can't have a head coach doing investigating when there's investigators doing investigating."

So one of the most powerful and influential people at the state's flagship university, who already rehired the guy arrested for domestic abuse once before, can't look into the situation more closely because someone else is? He's Urban Meyer. He can do whatever he wants. And if Meyer really did believe Zach Smith, why wait nearly three full years to suddenly make a change?

3. What's next for AD Gene Smith? As with any major story, potential repercussions tend to move out in a ripple effect. Whereas focus was almost squarely on Meyer just a couple of days ago, Friday's statements by Urban and Zach move it over to Gene. If that wasn't a coordinated effort, it sure felt like one — although Gene's involvement was always a natural follow-up question.

Zach says Gene knew about the 2015 incident. Did he know before Urban? What kind of conversations did the athletic director and coach have about Zach? While many columns have been written about Urban's fate, it's worth questioning what Gene's outlook is as well. Does this result in one person getting fired? If so, who? Or would it potentially be both?

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**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Details set for Urban Meyer rally at Ohio Stadium

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Details set for Urban Meyer rally at Ohio Stadium

Jordan James

247Sports.com

5 August 2018

A plan organized by Ohio State football fan Jeff Hamms has come to fruition. Hamms and other Buckeyes fans will gather outside of Ohio Stadium on Monday at 6 p.m. ET in show of support for Ohio State coach Urban Meyer, who was placed on paid administrative leave by the university on Wednesday. An independent board and working group, appointed by the Ohio State University Board of Trustees, is currently investigating how Meyer and other staff members handled domestic violence allegations against former Buckeyes assistant Zach Smith.

"THE friendly rally to show support for head coach Urban Meyer will meet right here Monday at 6 p.m. at the North rotundra at Ohio stadium," Hamms wrote in a Facebook post on Saturday. "That is the north entrance of the stadium. Please tell everyone. Tell your friends. Tell your family. Tell your enemies. Lots of signs also to show support. News media will be there, so please make your signs appropriate. Thank you everyone for your support for our football team and head coach Urban Meyer."

A firestorm of criticism erupted on Wednesday, when former ESPN college football reporter Brett McMurphy obtained text messages from Smith's ex-wife, Courtney Smith. Among those messages were communication between Courtney Smith and wives of Ohio State staff members, including Meyer's wife, Shelley Meyer, about multiple incidents of alleged violence Zach Smith inflicted. A day after Zach Smith was fired, Urban Meyer appeared at Big Ten Media Days and said he was aware of a 2009 incident, when Zach Smith was an intern on Meyer's Florida staff. But Urban Meyer claimed he had only learned of two 2015 police investigations surrounding alleged domestic violence committed by Zach Smith the night before his meeting with the media. No charges were filed as a result of those investigations.

However, Urban Meyer reversed course in a statement released on his Twitter account Friday. The coach also said that he had properly reported all allegations, which he is required to do per his contract, against Zach Smith to the Ohio State administration.

"The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident than now," Meyer's statement said. "My words, whether in a replay to a reporter's question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate. Unfortunately at Big Ten Media Days on July 24th, I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions.

"I understand that there are more questions to be answered and I look forward to doing just that with the independent investigators retained by the University and I will cooperate fully with them. At the appropriate time, I will also address the questions and speculation in a public forum. But for now, out of respect for the ongoing inquiry, I will refrain at this time."

It is unclear how many fans are expected to attend Monday's rally in support of Urban Meyer, but it has garnered significant attention on social media; with some commenters saying they would consider driving from out of state to attend. University officials have given Hamms an approval to hold the event.

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**From:** "Smith, Eugene"  
**Sent:** 8/5/2018 9:08 AM  
**To:** "ron and rebecca young" <r2young3390@yahoo.com>  
**CC:**  
**Subject:** Re: Brett McMurphy

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Thank you for sharing. Appreciate your support. Thanks and we will do our best to positively get through this, Gene

Sent from my iPad

On Aug 5, 2018, at 8:52 AM, ron and rebecca young <r2young3390@yahoo.com> wrote:

Hello Mr.Smith,

I recently contacted Brett McMurphy about a part of his reporting that bothered me. He sent me this reply and I responded which I would like to send you in a follow up email. I wish the best for Ohio State and have a sinking feeling Mr. McMurphy has an agenda.

Healthy Regards

[Sent from Yahoo Mail for iPhone](#)

Begin forwarded message:

On Sunday, August 5, 2018, 7:35 AM, ron and rebecca young <r2young3390@yahoo.com> wrote:

So why the rush to judgement. You use the word "alleged" but then continue to write as though it is truth. Why not include what you just told me in your stories? I'm Afraid this story is teetering close to the rush to judgment scandal of the Duke lacrosse scandal. That would only hurt your career- not advance it. Good reporting looks at both sides- not just picking a side and running with it. People's livelihoods and reputations are at stake here- even yours. Your tweets are showing you're starting to enjoy the attention a little too much.

Healthy Regards

[Sent from Yahoo Mail for iPad](#)

On Saturday, August 4, 2018, 11:01 PM, Brett McMurphy <brettmcmurphy@gmail.com> wrote:

I reported Zach Smith has never been convicted of domestic violence. The police will not take questions, and only refer to what's in the police reports.

Thanks.

> On Aug 4, 2018, at 10:59 PM, Becky <r2young3390@yahoo.com> wrote:



>

> I was wondering if you could do some due diligence and investigate why, when the police were called out to the Smith household at least 9 times - no charges were ever filed by the police or Courtney. This is a veryyyyy troubling part of your story. And one that needs to be explored further.

> Could the reason be Courtney's own behavior and credibility? Could this credibility issue be a factor for not only the police, but those at Ohio State who knew of their toxic marital situation ,and just as the police, could not determine just how physical and out of control the situation was??

> If the police, who deal with this situation on a constant basis can't determine for sure, how does a football coach?

> I know this doesn't advance your storyline, but would go a long way in establishing credibility with your readers.

> As someone who has had a family member involved in a domestic abuse situation, I unfortunately saw the lying and manipulation that both parties can use to cover up and mislead.

>

> Healthy Regards

>

> Sent from my iPhone

**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**Sent:** 8/5/2018 5:17 AM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Legal Expert Explains What Urban Meyer's Letter Means

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Legal Expert Explains What Urban Meyer's Letter Means

Dan Lyons

TheSpun.com

04 August 2018

After being put on administrative leave during the week, Urban Meyer released a statement on Friday, in the former of a letter to the Ohio State community.

In it, Meyer admits that he lied at Big Ten Media Days, when he said that he was unaware of the 2015 allegations against former assistant coach Zach Smith.

He did, however, say that he took the appropriate steps when he became aware of the alleged domestic abuse.

It is still up in the air whether Urban Meyer will be fired, but his letter was designed to make sure he gets all of his money if he is.

Sports Illustrated legal analyst Michael McCann broke down the significance of the language used in Meyer's statement.

Basically, he (and likely, his lawyers) crafted it to make sure he does not admit to anything that could help Ohio State's argument to fire him for cause.

These assertions are important for at least a couple of reasons. First, Meyer marks his legal turf with the university. His

statement communicates to Ohio State administrators and the Ohio State Board of Trustees that the university lacks the necessary grounds to fire him for cause. As I explained in a piece published on Wednesday, those grounds entail (among other things) Meyer lying to his superiors, Meyer violating university policies related to reporting and sexual misconduct and Meyer failing to adequately notify the university about alleged misconduct by employees who report to him.

By expressing that he did, in fact, provide sufficient reporting, Meyer is letting Ohio State know that if the school fires him with cause (meaning he'd lose out on the \$38 million-plus remaining on a deal that runs through 2023), he'll sue the school for breach of contract. In any lawsuit, Meyer would contend that the university lacks actionable grounds under the terms of the employment contract to dismiss him with cause. His letter is a preview of that argument.

McCann goes on to explain another key portion of this: it drags in Ohio State administrators, including athletic director Gene Smith, in a big way.

If Meyer does go down for what happened over the last few weeks, expect a legal battle between he and Ohio State to ensue.

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**CC:**

**Subject:** [cfaa-elite-clips] BC's Steve Addazio, AD Martin Jarmond knew ex-Ohio State football assistant

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BC's Steve Addazio, AD Martin Jarmond knew ex-Ohio State football assistant

Julian Benbow

Boston Globe

04 August 2018

The former Ohio State assistant football coach who was fired last month after revelations of domestic violence against his ex-wife once had professional ties to Boston College coach Steve Addazio and athletic director Martin Jarmond.

In the wake of Ohio State firing assistant coach Zach Smith in July and placing head coach Urban Meyer on administrative leave, Addazio and Jarmond each issued statements Saturday.

Smith was on the same coaching staff under Urban Meyer at the University of Florida and was also an assistant on Addazio's staff at Temple in 2011.

"While an assistant coach at Florida in 2009, I was aware that there was an issue in the personal life of Zach and Courtney Smith," Addazio stated. "I did not know specifics, and I knew the matter was in the hands of university personnel and that the couple was involved in counseling.

"As a husband, father and coach, I have zero tolerance for domestic abuse. There is no place in our program at Boston College for any member of our staff involved in domestic violence."

Smith was an assistant coach under Meyer at Ohio State while Jarmond was an administrator in the athletic department. Jarmond echoed the zero-tolerance stance.

“Domestic violence is an issue we take very seriously at Boston College,” Jarmond said in a statement. “As athletic director, I am committed to educating and developing our student-athletes and staff with our Jesuit values, which include zero tolerance for such behavior in any form.

“I feel it would not be appropriate for me to comment on matters involving Ohio State during their ongoing investigation.”

Smith, who spent six seasons as a wide receivers coach and recruiting coordinator at Ohio State under Meyer before his termination on July 23, was also a graduate assistant under Meyer at the University of Florida from 2005-10, the same span as Addazio’s entire tenure as an assistant head coach, offensive coordinator, and offensive line coach at Florida.

In 2009, Smith was arrested for aggravated battery of a pregnant victim during an incident in which Smith allegedly threw down his then-wife, Courtney, during an argument in their Gainesville, Fla., home. Following the incident, charges were dropped.

As Temple’s head coach in 2011, Addazio hired Smith as a wide receivers coach and special teams coordinator.

Later that year, Smith took a job as an assistant under Meyer at Ohio State. In 2015, police investigated Smith for another domestic violence incident.

Before becoming BC’s athletic director last year, Jarmond spent seven years in Ohio State’s athletic department — rising from associate athletic director in 2009 to executive associate athletic director in 2012 and deputy director of athletics in 2016.

While he worked closely with Meyer as the football program’s sports administrator, Jarmond did not factor into Smith’s hiring.

In May, Smith was charged with criminal trespassing after dropping off their son at his ex-wife’s apartment.

On July 23, former ESPN college football writer Brett McMurphy posted a story on his Facebook page that Courtney Smith had filed a domestic violence civil protection order against her ex-husband. That same day, Ohio State announced its decision to fire Smith.

When Meyer met with reporters at the Big Ten Media Days on July 24, he was asked about his level of knowledge of the allegations against Smith in 2009 and 2015.

He acknowledged awareness of the incident in 2009 but dismissed the incident in 2015, saying, "There was nothing, I don't know who creates a story like that."

McMurphy followed up with another story on his Facebook page that included an interview with Courtney Smith laying out years of Zach Smith's alleged abuse, public documents detailing Smith's arrests and court filings, and text messages between Smith and Meyer's wife, Shelley, that seemed to dispel Meyer's notion about his awareness of the incident.

After initially denying any knowledge of the allegations, Meyer released a statement on his Twitter account on Friday, saying he "was not adequately prepared to discuss these sensitive personnel issues with the media."

"Over the past several days, I have been portrayed as being indifferent to domestic violence and as someone who did not take appropriate action, when warranted," Meyer's statement read. "While over three decades of coaching I have learned to ignore how others define me, I do feel it necessary to share the truth with the Buckeye family.

"Here is the truth: While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And, I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false."

Ohio State has assembled a six-person independent board to oversee its investigation into Meyer's handling of the incident.

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**Subject:** [cfaa-elite-clips] Steve Addazio Knew of Zach Smith's Personal Issue When Hiring Him at Temple

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Steve Addazio Knew of Zach Smith's Personal Issue When Hiring Him at Temple

Andy Backstrom

BC Heights

5 August 2018

According to a Boston Globe report, Boston College head football coach Steve Addazio and Director of Athletics Martin Jarmond each issued statements concerning former Ohio State wide receivers coach Zach Smith and his ex-wife, Courtney, on Saturday.

Addazio was offensive coordinator under then-Florida football head coach Urban Meyer back in 2009, when Zach Smith was arrested for aggravated battery of a pregnant victim. In that situation, Smith allegedly threw down his wife amid an argument inside their Gainesville, Fla. home. The charges were eventually dropped, and, two years later, Addazio—then the head coach of Temple—hired Smith as a wide receivers coach and special teams coordinator.

"While an assistant coach at Florida in 2009, I was aware that there was an issue in the personal life of Zach and Courtney Smith," Addazio wrote, per the Globe. "I did not know specifics, and I knew the matter was in the hands of University personnel and that the couple was involved in counseling."

"As a husband, father, and coach, I have zero tolerance for domestic abuse," the sixth-year Eagles coach went on to say. "There is no place in our program at Boston College for any member of our staff involved in domestic violence."

The release, which is not posted on BC Athletics' official website—BCEagles.com—comes a little over 24 hours after Eagle Action reporter and former Heights editor Riley Overend asked Addazio whether he knew about Smith's 2009 arrest when he hired him at Temple in 2011 following the first practice of the preseason. Addazio's response was as followed:



Riley Overend

@Riley\_0\_

Steve Addazio on whether he knew about Zach Smith's 2009 arrest for battery when he hired the WR coach at Temple in 2011: "As University policy, I don't comment on other institutions, okay?"

12:34 PM - Aug 3, 2018 · Boston, MA

The response was not included in an eight-plus minute video posted by the @BCFootball account on Twitter recapping Addazio's media availability after that practice.

Meyer is currently on paid administrative leave from The Ohio State University after the school launched an investigation on Wednesday regarding Courtney Smith's accusations that several people close to Meyer knew about a 2015 domestic violence allegation against her ex-husband—the second of the kind.

Upon his departure from Ohio State in June 2017, Jarmond held the position of deputy director of athletics and was largely considered Ohio State Director of Athletics Gene Smith's right-hand man. At the end of his seven-year tenure in Columbus, Ohio, he served as sport administrator for several major programs, including football.

"Domestic violence is an issue we take very seriously at Boston College," Jarmond wrote, per The Globe. "As Athletic Director, I am committed to educating and developing our student-athletes and staff with our Jesuit values, which include zero tolerance for such behavior in any form."

As soon as independent college football reporter Brett McMurphy broke the story, which included Courtney Smith's comments and pictures of the alleged abuse via Facebook, heads started to turn across the nation.

Zach Smith, who was fired on July 23 after reports surfaced that a protection order had been filed against him by his ex-wife, spoke to the media on Friday for the first time since being terminated. He told ESPN's Dan Murphy that Ohio State AD Gene Smith—presumably having been contacted by the Powell Police Department—called Zach Smith while he was on a recruiting trip in late October 2015, instructing him to get on a plane and fly back to Columbus to talk to the police.

Although he worked closely with Meyer, the Globe says Jarmond played no role in the Buckeyes' hiring of Zach Smith back in December 2011. The Heights cannot independently verify that report at this time.

"I feel it would not be appropriate for me to comment on matters involving Ohio State during their ongoing investigation," the second-year AD said.

BC's summer media day is August 7, followed by a return to practice on August 8. By then, there's sure to be more information about this case, one that appears more complicated by the day.

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**CC:**

**Subject:** [cfaa-elite-clips] Will Chris Ash continue to model Rutgers program after stained Ohio State?

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Rutgers training camp: Will Chris Ash continue to model program after stained Ohio State?

Random observations

Keith Sargeant

NJ.com

5 August 2018

During Julie Hermann's introductory news conference five years ago, Rutgers President Robert Barchi lauded Hermann's previous work as the deputy athletic director at the University of Louisville.

"For the past 15 years she has been second-in-command in the Louisville athletic department (and) it's no coincidence that during that time the athletic programs at Louisville have enjoyed a meteoric rise through the Division 1 ranks," Barchi said three minutes into his opening statement regarding why he hired Hermann. "Julie worked tirelessly with athletic director Tom Jurich to resurrect the once-troubled Louisville athletics program to raise it to the level of prestige it enjoys today."

It was no surprise that Barchi would tout Hermann's recent service at Louisville, which was fresh off a football win in the Sugar Bowl, a men's basketball National Championship and a women's basketball NCAA Tournament runner-up finish.

In May 2013, Louisville was considered a model college athletics program. Now? Louisville is picking up the ashes from a series of dumpster fires, including numerous scandals surrounding Rick Pitino's basketball program, and the ugly divorce with Jurich.

We bring this up because the recent turmoil at Ohio State got us thinking: Will Chris Ash's ties to Urban Meyer be

viewed differently in the weeks, months and years ahead considering the news that has already come out and what could be coming down the pike?

It's a legit question considering Ash has modeled so much of the Rutgers football program around what he learned in his two seasons serving as the top defensive assistant under Meyer.

Rutgers Football

@NJ\_RutgersFB

Ohio State's Urban Meyer: I lied to media, but did report domestic violence allegations <http://nj-ne.ws/9GRCZbU>

5:08 PM - Aug 3, 2018

Like Barchi, Rutgers AD Pat Hobbs trumpeted Meyer's mentoring of Ash during Ash's introductory press conference in 2015, even quoting a line from Meyer's book.

"In 'Above the Line, Lessons in Leadership From a Championship Season,' Urban Meyer wrote: 'A true leader is someone who is going someplace and taking people with him. A catalyst for elite performance who enables people to achieve things they couldn't otherwise achieve on their own. A leader is someone who earns trust, sets a clear standard, and then equips and inspires people to meet that standard,' " Hobbs said.

Just last month at Big Ten Media Day, Ash estimated "75 percent" of what Rutgers does "is from (his) time at Ohio State.

From the time he arrived in December 2015, Ash made no secret of his goal to mold Rutgers' image from Ohio State. His first coaching staff included eight assistants with Buckeyes' ties, including strength and conditioning coach Kenny Parker, who also worked as part of the Florida football staff under Meyer.

Ash also patterned many of Rutgers' mantras and motivational tactics after Ohio State, including "The Hunt" (a takeoff from Ohio State's "The Chase" and "The Grind"), rewards such as the removal of the black stripe helmet sticker and membership into the Champions Club, "10 units strong" (Ohio State uses "9 units strong") and the Life Beyond the Game motivational-speaker series.

In addition, he's hosted a pair of recruiting camps that welcomed Meyer and his Ohio State staff in New Jersey the past two summers.

"The reason I have that (Rutgers head-coaching) opportunity is because of the people at Ohio State," Ash said in his introductory press conference. "(Ohio State AD) Gene Smith has been tremendous to me and my family. I can't say enough about what Coach Meyer has done for me."

## Ash reacts to Urban Meyer, Ohio State domestic violence scandal

In the midst of the turmoil surrounding the Ohio State program — with lingering questions of how much Meyer and Gene Smith knew about Zach Smith's domestic-abuse allegations and whether they acted appropriately in keeping the assistant coach on staff since 2015 — it's fair to wonder how much Ash touts his Ohio State past if, as some predict, there's a housecleaning in Columbus in the weeks or months ahead.

"Obviously you guys know how I feel about Coach Meyer and his family," Ash said Friday, commenting on the Ohio State controversy in general, "but it's a very serious situation and one that all parties there will take very seriously."

James Kratch

✓@JamesKratch

I do. But I think he might take Gene Smith with him, which could be a major issue for Ohio State considering an AD of his stature is key when trying to hire a coach like Bob Stoops.

barry

@barry39175367

Replying to @JamesKratch @AndyMills\_NJ

Off topic but do you think Urban Meyer will be fired?

7:04 PM - Aug 3, 2018

For now, all we know for fact is Meyer lied to the media when he said he had no idea about Smith's 2015 domestic-abuse allegation and that the Ohio State coach says he followed protocol in taking "appropriate action." It's quite possible that Meyer could survive the controversy and be on the sideline coaching the Buckeyes in the Scarlet Knights' Week 2 matchup in Columbus.

Then again, maybe Ohio State cleans house much the way Louisville did by ousting Pitino and Jurich. And maybe modeling Rutgers after the Ohio State Way isn't viewed in the same light down the road.

Here are some other random observations heading into the second week of Rutgers football training camp:

Can Rutgers take advantage of Ohio State's uncertainty?

Look, there's a reason why Ohio State was pegged No. 3 in the preseason USA TODAY Coaches Poll this past week. The Buckeyes boast the kind of talent that make them a legitimate National Championship contender.

But with the unknown of whether Meyer will be the head coach of the Buckeyes to start the season, can Rutgers benefit from the turmoil in Columbus? Ryan Day might be a highly respected offensive mind, but no one knows whether he can actually coach.

Rutgers gets Ohio State in Week 2, and it stands to reason that Day may need to few games to get comfortable in the head-coach role.

We're not saying Rutgers will upset Ohio State this season. After all, the Buckeyes have dismantled the Scarlet Knights by a combined score of 114-0 in two games in the Ash era.

But if Ash is ever going to lead Rutgers to an improbable upset of his former program, this is the ideal situation to do it.

Remember, Rutgers in 2014 upset a Michigan team that was loaded with 4- and 5-star recruits. That Wolverines squad had an embattled coach, Brady Hoke, who was dealing with criticism stemming from how he managed a player dealing with concussion symptoms.

Again, we wouldn't be foolish enough to bet on the Scarlet Knights to upset Ohio State in their Week 2 matchup. But given a choice between facing Ohio State in Week 2 as opposed to late in the season, who wouldn't prefer the former?

Confidence in the kicking game

Justin Davidovicz has never kicked a field goal or an extra point in a college football game, yet there's a general sense around the Rutgers football program that the Scarlet Knights will be in good hands with the sophomore placekicker handling the FG/PAT duties this fall.

As a freshman, the Bridgewater-Raritan High School product was an honorable mention pick to the Big Ten Network All-Freshmen team. How did Davidovicz pull off that feat if he didn't kick field goals?

Well, he handled all of the kickoffs and helped the Scarlet Knights' kick-coverage unit morph from one of worst to near-the-best in the Big Ten as he averaged 62.2 yards on 46 attempts. In addition to booting 14 touchbacks, Davidovicz was key in allowing Rutgers' foes to average a start on their own 22-yard line and start at the 20 or worse 14-of-31 times.

Davidovicz will likely handle the kickoff duty again this year, but will be in the spotlight whenever the Scarlet Knights' offense stalls in or near the redzone. The Scarlet Knights' placekickers — David Bonagura and Andrew Harte — have been decent the past two seasons, but Ash admittedly lacked confidence in his kickers outside of 40 yards.

That could change with Davidovicz, who earned strong endorsements from both Ash and Rutgers special teams coach Vince Okruch last spring.

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Iowa State coach Matt Campbell addresses 'Buckeye-shaped elephant in the room' — sort of

Bob Hille, Omnisport

Sporting News

04 August 2018

Iowa State coach Matt Campbell on Friday addressed — sort of — what the Des Moines Register described as "the Buckeye-shaped elephant in the room" as his Cyclones team opened fall camp.

Campbell opened his media availability by telling reporters he had gotten their texts asking him to address "situations at other institutions," an acknowledgment that his name has popped up on lists of potential successors should Urban Meyer be dismissed as Ohio State over his handling of a former staff member's alleged domestic violence.

Campbell, who is from Massillon, Ohio, and played collegiately at Division III powerhouse Mount Union, said he's "never going to talk about what's going on at other schools or other universities."

"My sole purpose in my job is to focus on, number one, our football players. Number two, our coaching staff; number three, our fan base; and number four, the future of our football program," Campbell continued to reporters. "I think a lot of you guys know me. I think a lot of you guys know what I stand for. I've always said this: You're either somebody in this profession who's trying to either be somebody or try to do something. And I think over the last two-and-a-half years, I've proven that my whole, sole mission is to be here and to do something.

"And so, with that said, as we go forward, I have the utmost respect for you and the job you have to do, but I'll only answer questions that pertain to our program, Iowa State football and our future. Fair enough?"

Meyer is on administrative leave during an investigation of what he knew, when he knew it and how he reacted to



allegations made in 2015 against recently fired receivers coach Zach Smith.

In that vacuum, a game of speculation has gathered momentum.

Campbell, 38, was 35-15 at Toledo, springboarding him into the job in Ames before the 2016 season. He has done nothing to cool his hot young coaching prospect image by going 8-5 in 2017, only his second season at downtrodden Iowa State.

He signed a new six-year contract in November and has lifted the Cyclones into many top 30 recruiting lists for 2019.

But he says he's approaching the current rumor mill the way he counsels his team to treat distractions: "I constantly talk about noise and things outside, because those are things we can't control. I think it'd be naive to not address situations that come up in every walk of life."

So when the top question he gets on the aforementioned recruiting trail is his future, Campbell gives it a verbal shrug and tunes it out.

"It is what it is," he said. "It's one of those situations where they're uncontrollable."

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Oklahoma football: Why Bob Stoops won't return to coach Ohio State

Christopher Dukes

FanSided.com

5 August 2018

In the past few days both Bleacher Report and the USA Today have come out with speculative articles about Bob Stoops returning to the sidelines in a new role with the Buckeyes.

It's an interesting idea and certainly good conversation fodder as we all count down the days to the start of a new college football season. However, in the end it is just a case of national media is doing what it does best by connecting dots that don't exist.

The Ohio connection is overblown

Yes, Stoops has Ohio roots. He grew up in Youngstown where his dad was a high school football coach. Those ties run deep for sure, but aren't as big a factor as they are made up to be. Stoops doesn't even tell people he is from Ohio when asked.

"I'm one of you. I'm an Oklahoman," Stoops told the crowd during his statue dedication this past April in Norman, according to Soonersports.com. "I used to say when people asked where I was from, 'I'm from Youngstown, Ohio.' Not anymore. I've been here longer than anywhere in my life – 19 years. I'm an Oklahoman right now — forever. We'll always be here."

Stoops doesn't appear to want to coach again

Yes, Stoops seemed a little restless at times in interviews during the season, but he also appeared to be content with his decision to walk away from coaching after leading the Sooners for 18 years.

“It’s still too different and too strange,” Stoops said to Oklahoma DieHards about retirement. “It doesn’t mean it’s wrong. I’m perfectly content with my decision. It’s too early to enjoy it.”

Though his decision came abruptly in the summer of 2017, it didn’t come without thought. Stoops had been looking to get out of the profession and experience parts of life he was always too busy to enjoy. He never wanted to spend all of his life coaching.

“He didn’t want to go from the sidelines to the graveyard,” former Florida coach Steve Spurrier said to ESPN about Stoops. “He pretty much was able to go out on top.”

Stoops’ current position at Oklahoma is Special Assistant to the Vice President for Intercollegiate Athletic Programs and Director of Athletics.

It is a vague job title for a vague position. According to the Tulsa World, Stoops makes a cool \$325,000 to schmooze and play golf with some boosters and help with marketing and public relations.

Though Stoops certainly approaches his new position with the same work ethic that helped lead the Sooners to 10 Big 12 titles during his tenure as head coach, it is far less demanding of his time than his previous spot.

Having an office on campus in Norman gives Stoops a chance to check in with his twin sons, Drake and Isaac, both walk-ons with the OU football team. Both had scholarship offers, but decided to walk on at Oklahoma and continue the Stoops legacy at the University.

Bob Stoops got to watch his sons’ high school games during their senior year, something that was often sacrificed when coaching took up so much of his time. Now he’ll get to see them come up through the same program he helped build. That’s something he would surely like to do in person.

The decision to return to coaching would be Stoops’ alone and none of us are in his head, but all signs seem to point in the same direction.

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Gene Frenette: Meyer's fate aside, Courtney Smith stepping forward took courage

Gene Frenette

Florida Times-Union

04 August 2018

One of the most overlooked aspects of the domestic violence allegations against dismissed Ohio State receivers coach Zach Smith, which should end head coach Urban Meyer's career if the school investigation determines he tried to cover it up, is the courage it took for Smith's ex-wife, Courtney, to come forward.

So often, we hear of women who are victims of spousal abuse that are afraid to speak out because they fear the consequences or can't afford to lose the financial assistance, especially when kids are involved.

In such a high-profile case, with Ohio State putting the ultra-successful Meyer on paid administrative leave, Courtney took some massive risks. Not just outing her children's father to free-lance reporter Brett McMurphy, but potentially facing the wrath of irrational Buckeyes' fans who may view her as the villain for potentially ending Meyer's career.

And now that Zach came out Friday for the first time to publicly defend himself, telling ESPN, "I didn't ever hit her," this developing he-said-she-said story will only intensify as Meyer's fate hangs in the balance. With Zach also saying it would be "flat out wrong" if Meyer, who fired him, loses his job over not reporting the alleged abuse, it's only going to fan the flames of emotion for people emotionally invested in Ohio State.

Keep in mind Courtney still lives in Columbus and must care for her two kids. Whether Ohio State winds up dismissing Meyer or not, she might well feel the wrath of Buckeyes' fans who will line up to take sides on this volatile issues.

It took some major guts for Courtney to step forward. She provided compelling evidence with photos of the violence

she endured and text messages she exchanged with Shelley Meyer (Urban's wife), a nurse instructor at Ohio State. Courtney also gave other specifics such as saying all the OSU coaching wives knew of the abuse without any wavering. Now Zach, after his former boss was put on paid administrative leave, is firing back, ensuring this story won't have a quick, painless ending for anybody.

A lot of Buckeyes' fans rallied in Meyer's defense on social media and tried to discredit Courtney in the process before Zach went public, so there's no telling how ugly it could get now. The problem is college football fans are often too emotional, so their instinct is to protect a successful coach over showing concern for the real victim. You have to credit Courtney Smith for speaking out under tough circumstances because, no matter how this turns out, she is likely to face more fan repercussions.

With this story turning into dueling versions of the truth, the mess for Ohio State just got messier. . . .

Here's how the 20 sacks registered by Jaguars' defensive end Yannick Ngakoue in his first two years compares with Hall of Fame pass-rushers, some who also spent time playing tackle, at the same career point: Reggie White (31), Bruce Smith (21.5), Richard Dent (20.5), Charles Haley (18.5), Howie Long (18.5) and Michael Strahan (5.5). If Ngakoue stays healthy, look for him to be an NFL sack leader, possibly as soon as this year. . . .

The most noticeable Jaguar in training camp who didn't have high expectations is receiver Rashad Greene. The least noticeable Jaguar who had reasonably high expectations coming into camp has been nickel back and free-agent acquisition D.J. Hayden. And then in Friday's scrimmage, Hayden shines with two fabulous pass breakups and a sack of Blake Bortles on a back-side blitz. . . .

While New England Patriots quarterback Tom Brady turned 41 Friday, the guy who sacked him twice in the AFC Championship game, Jaguars' defensive end Dante Fowler, had his 24th birthday. . . .

Florida football coach Dan Mullen said in one breath at Media Day that he had a "no-weapons policy" for his program, then added players still had a right to own guns as long as they were properly trained how to use them. It was officially the first fumble of his UF coaching era. . . .

The Seattle Mariners' trade for OF Cameron Maybin this week made Bishop Kenny High product Ben Gamel a numbers-game casualty. Despite hitting .290, Gamel was optioned to Triple-A Tacoma. Manager Scott Servais said he wants Gamel as part of the Mariners' playoff push and that he could return to the big leagues in 10 days. . . .

A Thanksgiving week one-on-one showdown for \$10 million between Tiger Woods and Phil Mickelson is a bonus for golf and its fans. But on such a rivalry-filled college football weekend, they'd give TV viewers a better reason to tune in

by staging the Las Vegas event on a Saturday in mid-December.

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Commentary: Urban Liar needs to be Urban Fired immediately

Mike Bianchi

Orlando Sentinel

5 August 2018

Urban Meyer now has officially admitted he's Urban Liar.

But only because he is shamelessly and brazenly trying to keep from being Urban Fired.

Meyer, the embattled Ohio State Buckeyes coach, issued a completely disingenuous statement on Friday saying that he "failed" when he denied knowing about domestic-violence allegations against one of his former assistant coaches.

Meyer told reporters at Big Ten Media Days last week he knew nothing about a 2015 complaint or any other domestic issues that Zach Smith had during the six years Meyer and Smith worked together at Ohio State. However, in an obviously desperate attempt to save his job, he released a lengthy statement on Twitter saying he may have lied to the media but he reported the incidents to his Ohio State superiors.

How convenient that almost simultaneously to Meyer's statement being released on Friday, Zach Smith did an interview with ESPN in which he used words like "honest" and "heartfelt" to describe Meyer's statement.

Gag.

Calling anything in Urban Meyer's statement "honest" and "heartfelt" is pure, unabashed, unadulterated, unconditional garbage.



“Here is the truth: While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels,” Meyer wrote in his statement posted on Twitter. “And, I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false.”

Meyer then admitted that he did not handle the situation appropriately during Big Ten Media Days, saying that his job is to be “clear, compassionate and, most of all, completely accurate.

“Unfortunately, at Big Ten Media days on July 24, I failed on many of these fronts,” wrote in his statement. “My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions.”

Really, Urban?

Seriously?

You weren’t prepared to discuss the topic even though the volatile story of your cover-up broke earlier in the week?

Your intention was not to say anything misleading?

Then why did you essentially accuse college football reporter Brett McMurphy, who was simply doing his job, of making up the story of allegations against Smith in 2015?

As McMurphy himself tweeted after Meyer’s laughable statement was released Friday: “Urban Meyer said he didn’t intend ‘to say anything inaccurate’ about Zach Smith incident. He was asked 9 questions about it at Big Ten Media Days and said: “I know nothing; never had a conversation about that; who would create a story like that and If I (knew) I would have made a change.”

Well, Urban, you DID know and you DIDN’T make a change. And that’s why your statement and Zach Smith’s coinciding interview on ESPN can only be perceived as a pitifully orchestrated PR ploy to save your job.

Seriously, folks, pay no attention to all of Meyer's concocted pablum because the facts are still the same as they've always been: Ohio State's head coach kept an accused serial domestic abuser on his staff for a decade. And the only reason he fired Zach Smith is because a really good reporter — McMurphy — made it public.

Meyer's statement is pathetic in many ways — no more so than the fact that he is trying to blame his superiors for keeping Smith on his staff. "I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels," Meyer wrote.

Translation: Don't blame me; blame my bosses.

Question: If Meyer's superiors knew about this, then why was Meyer put on administrative leave and not Ohio State athletics director Gene Smith?

Meyer is absolutely shameless in blaming his bosses. It's not his superiors who have been two-faced in their duplicitous dialogue about violence against women over the years; it's Meyer.

I've written this before and I will reiterate it here: Ohio State should not have to fire Meyer because Meyer should voluntarily step down on his own for being an incredible hypocrite. He's always said that one of his "core values" is that he has "zero tolerance" for violence against women. In fact, Meyer's five core values are emblazoned on the wall inside Ohio State's football complex. Among the five — in all capital letters — is "TREAT WOMEN WITH RESPECT."

The thing is, this is the same two-faced Meyer we knew at the University of Florida. Back then, Urban also babbled about treating women with respect and having zero tolerance about crimes against women.

And then in 2010, when star running back Chris Rainey threatened to kill his estranged girlfriend by sending her a text message — "Time to die, bitch" — Meyer suspended Rainey for four whole games. He brought Rainey back just in time so he could score a touchdown and help lead the Gators to a 34-31 victory over rival Georgia.

At the time, Carol Wick, who was then the executive director of an Orlando domestic violence shelter, told me: "I think somebody in sports has got to take a stand. I think it would do a lot of good if [Urban Meyer] were the first coach to step up and say, 'No, this is unacceptable behavior. I wouldn't tolerate it in my home. I wouldn't want it to happen to my daughter and I'm not going to tolerate it on my team. Violence and threats against women are not acceptable.' "

Except if you coached under Urban Meyer at Ohio State or played for Urban Meyer at Florida.

Meyer violated his "core" values with the Gators just as he has violated his "core" values with the Buckeyes.

And now he has violated the public trust with his constant lying and denying.

The only thing missing from Urban's statement and Zach Smith's ESPN interview Friday night was the Ohio State marching band dotting the 'i' on lie.

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Questions, controversy cloud future

Former assistant, Meyer in whirlwind of controversy about allegations of abuse

Will Hobson

Washington Post

5 August 2018

POWELL, Ohio — The white stone townhome Zach and Courtney Smith used to share with their two young children sits just behind the pool, tennis court and putting green in an upscale apartment complex in this quiet, affluent Columbus suburb. Police came to know the home well.

Officers visited, for the first time, on Oct. 21, 2015, when Courtney thought a strange man had followed her home from the grocery store and she told them, in passing, she was having problems with her “soon-to-be ex-husband,” an assistant football coach at Ohio State.

Four days later, Courtney Smith called police again, alleging she was a long-running abuse victim and had text messages to prove it, and police filed a report that never resulted in criminal charges for reasons that remain unexplained. In January 2016, an officer who pulled over Courtney for speeding found her crying behind the wheel because of domestic issues — “the city of Powell is aware of it,” she told the officer — and in December 2017, officers returned when Courtney called to report a neighbor had seen Zach there at 1:30 a.m., banging on the door and peering in the window.

The 2018 Ohio State football season officially began Friday with the opening of training camp in Columbus, and the team is in a state of crisis. In a city where public morale rises and falls based on the competitive fortunes of the college football team, and streets and school buildings are named for successful head coaches, Urban Meyer is fighting for his job. After initially denying knowledge of the 2015 allegation against his former longtime assistant and family friend, Meyer’s public stance on Zach Smith took an abrupt 180-degree turn late Friday, when he admitted he had been

aware of the incident and apologized for his previously evasive answers.

As the turbulent — according to Courtney, abusive — relationship documented in records released by Powell police this week became the focus of national outrage and Meyer was placed on paid administrative leave, more questions than answers remain about what actually happened inside that white townhome near the pool and the putting green, and how various authorities responded.

Among them: Why did Powell police never arrest Zach, if the relationship was as abusive as Courtney has described, and she possessed the evidence she provided to journalist Brett McMurphy; photos of bruises and text messages that appear to show him acknowledging putting his hands around her neck? When police contacted Ohio State in 2015, what steps, if any, did athletic director Gene Smith take to determine if he was employing a serial domestic abuser? And if Ohio State officials believed Zach's claims — that his ex-wife was lying, and he never struck her — what changed this year that necessitated firing him?

Gene Smith did not reply to an email seeking comment Saturday, and in public statements, Powell police chief Gary Vest has said his officers handled every call by Courtney and Zach Smith properly.

Friday's rapid-pace developments were subject to different interpretations by close followers of the Buckeyes, with some seeing a new set of facts that clearly vindicated Meyer, paid more than \$6 million annually, and others believing the only thing that remains for his tenure at Ohio State is to negotiate the buyout.

#### 'Cross-examination'

Just after noon Friday, hours before Meyer issued his statement, McMurphy, the independent journalist whose reporting prompted the week's developments, was subjected to something of a cross-examination on local sports talk radio.

In an interview on 97.1 The Fan, McMurphy laughed as one of the hosts alluded to rumors about Courtney Smith circulating through Buckeyes message boards online, among them that the 33-year-old ex-wife of the Ohio State assistant had been selling her story to the highest bidder.

"I'm not trying to discredit her," host Anthony Rothman explained. "Was she shopping her story, was she paid for her story?"

"I have been a professional journalist since 1987, and I have never paid for an interview ... I did not pay Courtney Smith one penny to talk to her," said McMurphy, formerly of ESPN, who on Wednesday broke on his Facebook page Courtney's accusation Meyer was well aware of her 2015 allegations against her husband.

In a series of questions, Rothman and co-host Dave Biddle challenged McMurphy's conclusion that, given the text messages Courtney Smith provided from 2015 with Shelley Meyer, Urban's wife, the Ohio State head coach must have known.

"I don't have a direct text from Urban, but looking at all the evidence (Courtney Smith) had ... my conclusion is that he knew about it," McMurphy said.

"I was very shocked that he has taken the circumstantial evidence and formed his truth," Rothman said on the air after the interview concluded, before assuring his listeners the reporter's opinions wouldn't impact the work of the committee Ohio State had put together to investigate the allegations against Zach Smith and how Meyer handled them.

"The investigative group that is going to turn over every stone, they're going to determine what happens here. ... Not Brett McMurphy's opinions," Rothman said.

That investigative group — which includes three university trustees, a former deputy attorney general of Ohio and a former federal prosecutor — will have to deal with a question unanswered in the dozens of pages of records released by Powell police this week, connected to nine interactions with Zach and Courtney Smith from late 2015 through this July: Why did Zach Smith never face a criminal charge over his wife's repeated claims of abuse?

Courtney Smith did not return a call seeking comment Friday, nor did her attorney. Zach Smith, in an interview Friday evening on Columbus radio station 105.7, said police never filed charges over abuse because he never committed a crime.

"There are times when things got out of hand and I had to defensively kind of restrain her," Smith said. "There are thousands of things that I regret when things got volatile. ... None of them were physical. I was not a great husband, ... but I didn't do anything physically to harm her."

In an interview Friday, Larry James, the lawyer who represented Zach Smith in 2015, said he believed no arrest happened because none was merited.

The relationship between Zach and Courtney Smith that he observed was not one of clear-cut criminal abuse, James claimed, but rather a troubling reality for law enforcement: a toxic relationship rife with verbal abuse and conflict that requires constant refereeing by local police.

“Look, this is a situation that plays out every day in America. You’ve got a bad marriage and you don’t know who’s at fault,” James said.

## Much uncertainty

Police reports don’t reflect what efforts officers made to corroborate Courtney Smith’s claims over the years.

In October 2015, officers filed a report that appears to show they intended to pursue domestic violence charges against Zach Smith, but an arrest never occurred. A few days later, Courtney Smith filed for divorce and ultimately agreed to keep that file — which also contains allegations of abuse — sealed for a time, records show, out of concern her claims would cause Zach to lose his job, hurting his ability to support her and their children.

In December 2017, when Courtney claimed a neighbor saw Zach stalking the home late one night, officers didn’t note if they tried to locate the neighbor, or if they asked the apartment complex for security footage.

And while the number of complaints has been interpreted by some as damning evidence against Zach, his attorney has repeatedly pointed out that none of the events that brought Courtney’s allegations to light this year — a criminal trespassing complaint against Zach Smith over an incident he claims was a disagreement over dropping off their son and a civil protection order Courtney obtained — prove Zach Smith’s guilt of abuse.

In his interview Friday, Zach Smith said he believed Ohio State fired him in July not because his bosses believed he abused his ex-wife, but to quiet a “media uproar.”

“I don’t think I did anything that warranted it, but the problem was that it was going to be unfair for those players at Ohio State,” Zach Smith said.

“Please know that the truth is the ultimate power and I am confident that I took appropriate action,” said Meyer, who closed his statement expressing hope he could rejoin his team soon.

To one of the radio hosts who questioned McMurphy's conclusions earlier Friday, Meyer's statement ensured he would keep his job.

"Meyer reported the 2015 incident to Gene Smith, plus the police were involved the entire way," Dave Biddle wrote on Twitter. "Those who tarred and feathered Urban Meyer are going to be feasting on some serious crow."

To others in the community, Meyer's decision to publicly shift any blame for how Ohio State handled the 2015 allegations against Zach Smith to athletics administration points to a much different scenario.

"Even if he did kick it upstairs, I don't see a way that Urban keeps his job. But if he did kick it upstairs ... he is not going to be the only domino that falls," said Matt McCoy, sports director at 105.7 The Zone, on his show Friday evening. "I think Urban has already been told that you will not keep your job ... and so he wants to strike first."

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The Ohio State waiting game and pondering whether Urban Meyer could keep his job

Ari Wasserman

The Athletic

03 August 2018

At 8:01 p.m. EDT Wednesday, during a period of time at which every email alert caused skipping of the heart, Ohio State issued a vague release detailing the assembly of an independent board working group that's related to the investigation diving into the current Urban Meyer situation.

That board will "help direct the work of the investigative team and be available to provide consultation and advice and assist with communication to the full board on the matter." In that group are current members of the Ohio State University Board of Trustees Alex Fischer, Janet Porter and Alex Schumate. Also on the board are former Ohio House Speaker Jo Ann Davidson, former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart.

That's all we know about the panel right now. We don't know the entire scope of their responsibility, who is actually conducting the investigation, how much pull their opinion will have, whether they all have to vote — and agree — on a resolution or even a timetable for when a resolution will be announced.

So we wait, and that email alert becomes more and more important with each passing hour.

Ohio State's football team began fall camp Friday at the Woody Hayes Athletic Center, but no media was permitted to check in on the players or how interim head coach Ryan Day is handling the transition from offensive coordinator. The initial plan was for practice to start Friday afternoon with a media viewing period and interviews afterward, but that has since taken a sharp turn since Brett McMurphy's report Wednesday and Ohio State's subsequent decision to put Meyer on paid administrative leave. Ohio State plans to update the media about access Monday.

Reporters still waited outside the football building Friday, in the shadow of the Woody Hayes statue, but the reality is that there is no real new information being given. You can watch players walk in and out of practice, but that's the extent of what you can get at the Woody Hayes Center. Nobody is talking — the team, the communications staff and, most certainly, nobody from the independent board working group.

There are two ways of looking at that board, and which one depends on whom you ask.

Way 1: Of the six members of the board, there are three Ohio State trustees, which means the university might be using this silent time to gather all the information to find a way to keep Meyer in his position as head coach. Having people affiliated with the university can only bode well as Ohio State tries to come to a resolution that best serves itself, which is probably retaining Meyer and getting everything back on track.

Way 2: The panel is diverse enough to come to an independent resolution that might or might not be favorable for Ohio State or Meyer. The panel's goal isn't to create a happy ending where people get to keep their jobs and move on to talking about football again, but rather to find out the facts, what Meyer knew, when he knew it and whether there's any possibility he can be retained as the leader of this program. Keep in mind, if Ohio State finds new information, it wants this investigation to be taken seriously.

So the question is this: Is there a conceivable chance Meyer keeps his job?

The answer: Yes.

I've been asked repeatedly during radio appearances whether I think — again, whether I think — Meyer is going to keep his job, and my answer has been consistently no, for reasons I've extensively outlined on The Athletic. But there's an important distinction that has to be made here: We're only working with the information that's publicly available right now, much of which has come from McMurphy's fine reporting.

Yes, there are numerous police reports that prove there have been multiple incidents of domestic violence between Zach Smith and his ex-wife, Courtney Smith, dating to 2009. Courtney did a video interview with Stadium detailing her abuse and how she went about trying to rectify it. It's clear abuse did occur, and if you're still questioning that, you probably need to get your priorities in order. Domestic violence is bigger than football, and doing right in a situation that involves it is paramount.

When it comes to Meyer's responsibility, though, it's all about information. As things stand right now, we know there

were two major incidents between Zach and Courtney, one in 2009, which Meyer said he knew about at Big Ten Media Days in Chicago last week, and another one in 2015, which Meyer denied knowing anything about. Meyer even questioned why someone would create such a story. But McMurphy's report Wednesday morning found that there were countless text messages from Courtney to Meyer's wife, Shelley, and other Ohio State coaches' wives that apparently show Meyer and a number of his assistants had been aware of Smith's domestic violence issues for years.

Though there's no smoking gun that unequivocally proves Meyer knew, it's also very hard to believe that Shelley, his spouse and partner for 30 years, didn't mention anything. It's also impossible to believe that Meyer, the CEO of the Ohio State football program, could be out of the loop on this, especially considering his relationship with the late Earle Bruce and, in turn, Smith, Bruce's grandson.

If that's the end of the story, there's no saving Meyer. If he knew, turned his back on abuse and later lied about it, he shouldn't be saved. That's an unforgivable action for anyone, especially someone who is in charge of and recruiting, coaching and molding teenagers.

But it's important to remember that's not the end of the story. There's more here. And there are a 100 scenarios that could take place in the next week once this investigation group gets to the bottom of it, presumably while working directly with Meyer, his wife and anyone else who might have had any knowledge of the situation. Ohio State also has to have an internal discussion regarding the full scope of Meyer's responsibility in a situation like this and how much the university is willing to accept to retain its coach.

With the information we have right now, Meyer looks done at Ohio State.

It's just important to remember that Meyer hasn't spoken yet. He hasn't addressed what actually happened in 2015 behind the scenes, his motivation for his actions or even why he said what he said in Chicago. This entire story could be turned in an entirely different direction with one piece of new information.

And that panel is investigating it right now.

So we wait.

— Reported from Columbus

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**Sent:** 8/4/2018 4:22 PM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** STAND TALL!!

---

Dear Gene,

Coach Meyer is incredibly fortunate to have the finest Director of Intercollegiate Athletics in the NCAA to turn to. If ethics, wisdom and truth still count, he could not be in better hands.

"THE TWO MOST IMPORTANT DAYS IN YOUR LIFE ARE THE DAY YOU WERE BORN AND THE DAY YOU DISCOVERED WHY."

Mark Twain

Love to you and Sheila.

"116". Stan

Sent from my iPhone

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Ohio State football: Clause added to Urban Meyer's contract could make firing him easier

Marcus Hartman

Dayton Daily News

03 August 2018

COLUMBUS — A clause added to Ohio State football coach Urban Meyer's contract earlier this year raised the stakes on his handling of allegations an assistant coach on his staff committed domestic violence.

Per the terms, Meyer is required to report to Ohio State's Deputy Title IX Coordinator for Athletics any known violations of the school's sexual misconduct policy.

If he does not, he can be fired for cause.

"Known violations" are defined as a violation or an allegation of a violation "that the coach is aware of or has reasonable cause to believe is taking place or may have taken place."

Meyer has been accused of knowing receivers coach Zach Smith abused his wife in 2015 but keeping Smith on staff until he was arrested for violating a protection order in late July.

The addendum to the contract, which Meyer signed in March, is significant because until Jan. 31, 2019, Meyer's buyout is more than \$38 million if he is fired for a reason other than cause.

(It should be pointed out the contract does not require him to be fired even if Meyer is found to have violated it.)

Meyer was put on paid leave Wednesday, two days before the Buckeyes are to begin preseason practice.

The stated reason is to investigate the allegations made by Zach Smith's ex-wife, Courtney, in interviews with national college football reporter Brett McMurphy and the website Stadium that Meyer knew she was being abused but did nothing about it.

Ohio State canceled all media availabilities until further notice but expressed hopes for an update Monday.

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**Subject:** [cfaa-elite-clips] Society has changed, and Meyer's just the latest to feel the fallout

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New rules catching up with coaches

Society has changed, and Meyer's just the latest to feel the fallout

Kevin Sherrington

Dallas Morning News

4 August 2018

Once upon a time, it was easy enough to tell the good guys from the bad in college coaching. Long before most fiery exits, you saw the smoke.

Then one day Joe Paterno was fired. And Art Briles. And now maybe Urban Meyer, too.

They've been held to a different standard than most.

This one is society's standard, which had never been much of a priority previously.

Of course, society's standard is different, and it only changed because of the courage of women who decided they weren't going to take it anymore.

Used to be in athletics at pretty much any level, a woman pressed charges, headlines went up and the woman withdrew.



You could count on it.

Some cases may have had little to no merit, but I'm guessing most did. Still, it didn't matter.

Women gave up because of the difficulties battling the system, not to mention boosters and players and coaches and multimillion-dollar corporations masquerading as NCAA football programs.

So the players and coaches went back to work, and the media went back to writing and talking about sports.

And then one day a Baylor football player was convicted of rape, and then a year later, another.

Next thing you know, Art Briles is taking a coaching job in Italy, and not the place south of Waxahachie, either.

This is still a little hard for Briles' biggest fans and benefactors to assimilate.

Even now, I get tweets and Facebook posts linking to stories backing up Briles.

The latest came just last week, when his former defensive coordinator, Phil Bennett, told the Fort Worth Star-Telegram that the Pepper Hamilton investigation was "a fraud set up from the get-go."

Bennett mostly blamed the university for the scandal, a popular theme with many boosters, as well.

There's no denying the administration and board were and are at fault. But so is the former coaching staff.

To understand why Bennett might honestly think otherwise, you only have to check out his résumé. He's coached at a dozen places, including SMU, where he was head coach. At 62, he's as old school as they come.

And that's what you hear in these words to the Star-Telegram: "I just think when this all came down, the sensationalism, the lies, the internet journalism. ...

I mean, it's a different age.

One [sexual assault] is too many. You can't live with it.

It's also our world."

In those five sentences you can almost feel the frustration of someone who wants to coach football like he always did, fully realizing those days are over.

Back in the day — or before Baylor — a coach could wait for due process on a player, knowing there was a pretty good chance he'd be cleared. A coach didn't have to change the way he did business. Recruiting high-risk players is often good for winning, which made it worth the gamble. He didn't even have to set an example if he didn't want to. Why make a big deal of it? He could just wait. Once a player's eligibility was restored, if he was good enough, it was usually back to business.

And so it went, generation after generation.

Occasionally it's human nature to put too much trust in familiarity.

Bennett told the Star-Telegram he believed a player would be cleared because that's what the player told him.

Let me ask: When a coach knows the player, whose performance may very well impact his employment, what makes you think he'll give a stranger the benefit of the doubt? Probably doesn't help that in most of these cases, there's rarely a woman in the room when it comes to determining consequences.

An all-male environment is rarely an enlightened one.

Or at least that's what the lovely wife tells me at family reunions.

Maybe this explains why, in Texas A&M's new contracts, language stipulates that coaches must meet with a senior woman administrator once a year to talk about Title IX compliance.

The contracts are also quite explicit that assistants should report any form of sexual harassment, including "sexual exploitation, intimate partner violence, stalking and/or retaliation."

The language is timely, given the news at Ohio State that Meyer may have known that one of his former assistants, Zach Smith, had been abusing his then-wife, Courtney.

What assistant coach is worth that kind of cover? What woman doesn't deserve better? If a university investigation determines Meyer knew Zach Smith's history even as he remained on his staff and lied about it — as evidence suggests — it should mean the end of Meyer's storied tenure.

Not so long ago, as Brenda Tracy, an advocate for sexual assault victims and a survivor herself, tweeted, the investigation in Columbus would have seemed "inconceivable."

But that was before Baylor, #MeToo, a dogged reporter and a series of damning texts. Bennett was right when he called it "a different age." In one respect, anyway, a better one.

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**Subject:** [cfaa-elite-clips] Major-college athletics: So powerful, so vulnerable

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Major-college athletics: So powerful, so vulnerable

Ohio State scandal shocking, yet not surprising

Mike Hlas

Cedar Rapids Gazette

4 August 2018

An easy thing to say right now is the Big Ten Conference needs an exorcist.

What has happened in the conference during this decade, and what has happened in the past that became public knowledge this decade, is beyond belief and beyond horrible.

The short version:

Penn State: Football assistant coach Jerry Sandusky was convicted in 2012 of 45 charges sexual abuse of minors. Head coach Joe Paterno was fired in November 2011 after the university's board of trustees determined he had concealed information involving Sandusky.

Michigan State: The university agreed to a \$500 million settlement with 332 women and girls who were sexually assaulted by Larry Nassar from 1979 to 1997. Nassar was a USA Gymnastics team doctor who worked at an on-campus clinic at Michigan State. School president Lou Anna Simon resigned under pressure last January because of the scandal and criticism over how she handled it.

Ohio State: Over 100 former male students, many of them former Ohio State wrestlers, have come forward this year to claim OSU team doctor Richard Strauss was guilty of sexual misconduct toward them during medical examinations. The alleged abuse occurred between 1979 and 1997. Strauss committed suicide in 2005.

This week, OSU head football coach Urban Meyer was placed on paid administrative leave while the school investigates what Meyer knew about spousal abuse allegations made by the ex-wife of one of Meyer's assistant coaches. That was Zach Smith, who was fired last month after an Ohio judge issued a protection order forbidding Smith from getting within 500 feet of his ex-wife.

Ohio State has convened what it called a "special, independent board working group" to investigate how the school responded to the allegations.

These things happened at three separate schools in the Big Ten, a conference that more or less has presented itself at being a model of what major-college athletics should be.

In a matter that's purely trivial compared to the listed incidents, fans of the Big Ten and the league itself should never hold up the conference as a paragon of virtue despite containing many of this nation's biggest, best and proudest universities.

Had the Southeastern Conference or Big 12 Conference been plagued with this recent amount of horrific episodes instead of the Big Ten, surely some Big Ten loyalists would have clucked with disgust at those leagues.

What happened at PSU, MSU and OSU isn't a Big Ten thing. They are individual nightmares that happened to occur at Big Ten institutions.

The nightmares involving Penn State and Ohio State football, however, reflect a reality that comes back to bite time after time. Which is, college football programs at major universities are enormously powerful entities that feed a lot of people, and the protection of those empires sometimes comes with heavy costs.

When you turn state universities into athletic-entertainment complexes, as we have in this nation, there will be scandals. There always have been. There will be more.

Now, no one expects horrors like the ones at the three aforementioned Big Ten schools. But there always will be ambitious people with a lot to lose who will break rules, trusts and even laws to build or guard their status.

In 2016, the highest-paid state employee in 39 of the 50 U.S. states was a football or men's basketball coach. That was the case in all 11 states with Big Ten universities.

The average salary of U.S. state governors is about \$200,000. But they're only in charge of a state, not a big-time football program.

That Paterno looked away from Sandusky's sins and Meyer may have done likewise regarding what is alleged of Smith was all about protecting the empire.

Those domains didn't get propped up without public approval, and they aren't coming down. We want major-college football to remain the mega-spectacle it is, played in gigantic coliseums that stand out as focal points on so many campuses though they're used just a handful of times per year.

We want our school to have the best-possible coach and best-possible team, so that means building the best-possible football complex and continually renovating the coliseum to keep up with the Joneses.

None of that means most people in athletics are the type to avoid bringing misconduct and abuses to light should they encounter it. If I had a dollar for every genuinely decent, right-thinking person I've met in college sports, I could pay for a new car with cash.

But human nature being what it is, if you give 100 people great power there's not a particularly good chance all 100 will handle it properly. Especially in the most-challenging moments.

That we have given such importance to college athletics — and I certainly can't throw stones about that — is something that baffles many people from other nations. There, educational institutions are for education. Athletics for college-aged people have their own homes.

Ohio State football, again, is in a scandal-induced tailspin. Again, it will pull itself out of it one way or another and continue to be iconic nationally and a religion of sorts in its own state. If Meyer is fired or resigns, the school will pay someone else several million dollars a year to keep the Buckeyes rolling.

It's all too big to fail. Even when it fails miserably.

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Meyer fights to keep job

Coach apologizes for statements to media

Iliana Limón Romero

Orlando Sentinel

4 August 2018

Embattled Ohio State coach Urban Meyer apologized for his inaccurate statements about a former assistant coach's domestic disputes, but he is fighting to keep his job.

Meyer has been placed on paid administrative leave after reports surfaced Meyer knew former Buckeyes assistant coach Zach Smith was involved in multiple domestic-violence incidents spanning his time at the University of Florida and Ohio State.

Former ESPN journalist Brett McMurphy reported Smith's ex-wife talked with Meyer's wife about the abuse and believed the head coach knew about the ongoing domestic-violence issues. The report contradicted Meyer's statement at Big Ten Media Days he didn't know about the 2015 incidents.

Amid reports Meyer was close to resigning Friday, he posted a statement confirming he knew Smith was involved in a domestic dispute in 2015 and that he hoped to keep his job.

"The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident now," Meyer wrote in a statement published on his Twitter account Friday afternoon. "My words, whether in a reply to a reporter's question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate.



“Unfortunately, at Big Ten Media Days on July 24th, I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions.”

Meyer also wrote he would fully cooperate with the independent investigators retained by Ohio State and planned to refrain from answering any questions in any public forums until the review is completed.

“Please know that the truth is the ultimate power and I am confident that I took appropriate action,” Meyer wrote. “... I deeply regret if I have failed in my words. As the son of an amazing woman and the husband to another and as the father of two incredible young women, those who know me best know the admiration and respect I have for all women. Our core values are just that — values that do not ever waver.”

Meyer asked fans to support Ohio State coaching staff and players, who will continue preparing for the upcoming football season while Meyer is on leave.

The statement partially addresses the conflict between McMurphy’s reporting and Meyer’s Big Ten Media Days remarks.

Meyer said during media day he did not know about a series of domestic-violence incident reports in 2015, including one that led to a menacing-by-stalking charge and restraining order, according to McMurphy’s report.

“I can’t say it didn’t happen because I wasn’t there,” Meyer said of the 2015 allegations at Big Ten Media Days. “I was never told about anything and nothing ever came to light. I’ve never had a conversation about it. I know nothing about it. First I heard about that was last night.”

Courtney Smith, ex-wife of Zach Smith, gave McMurphy text messages between her and the wives of Ohio State coaches — including Meyer’s wife, Shelley — showing Urban Meyer likely was aware of the issues.

Zach Smith was interviewed on ESPN’s SportsCenter Friday evening, saying any injuries his ex-wife suffered were due to defensive moves he made and he told Meyer as much as he thought he should, calling domestic disputes a “private matter.”

When Smith was asked how he would react if Meyer lost his job, the former assistant coach responded: “I’d be

heartbroken. For Ohio State, for the players, for him and his family.

"If that happens, it'd be dead wrong.

"If he loses his job, it's flat wrong — and this is the guy who fired me. It'd be a crime."

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**Subject:** [cfaa-elite-clips] Meyer claims he followed protocol in 2015

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Meyer claims he followed protocol in 2015

Ralph D. Russo

Associated Press

4 August 2018

Ohio State coach Urban Meyer insisted Friday he followed proper protocols in reporting domestic violence allegations against an assistant coach in 2015, passionately defending himself in his first extensive comments since he was put on paid leave amid a university investigation.

Meyer posted a statement addressed to Buckeyes fans on Twitter not long after his team, expected to be one of the best in the nation, opened practice for the upcoming season without their coach. Meyer was put on leave Wednesday. Shortly after Meyer's statement posted, Zach Smith, the fired assistant coach accused of assaulting his wife, told Columbus radio station 105.7 The Zone that Ohio State athletic director Gene Smith spoke with him in 2015 about the allegations made by Courtney Smith that fall. A police report was made about the incident, but no charges were filed.

Zach Smith was fired last week by Meyer.

What Meyer knew about the allegations and what he did about them has ballooned into a crisis for one of the most storied programs in college football history. It also comes as the school is reeling from a sexual abuse scandal involving a now-dead sports doctor, Richard Strauss.

The Buckeyes open the season at home Sept. 1 against Oregon State. Cooffensive coordinator Ryan Day is acting head coach and there is no timeline for the Meyer inquiry to conclude.

"Over the past several days I have been portrayed as being indifferent to domestic violence and as someone who did

not take appropriate action when warranted,” Meyer said.

“Here is the truth: While at the University of Florida and now at the Ohio State University I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false.”

At Big Ten media days last week, Meyer said he knew of an incident involving the Smiths in 2009 and that he and his wife, Shelley Meyer, addressed it with the Smiths. He was also asked about a 2015 incident alleged by Courtney Smith, who also said she told Meyer’s wife about those incidents.

“I can’t say it didn’t happen because I wasn’t there,” Meyer said at the time. “I was never told about anything and nothing ever came to light. I’ve never had a conversation about it. I know nothing about it. First I heard about that was last night. No, and I asked some people back at the office to call and say what happened and they came back and said they know nothing about it.”

Meyer said his intention at media day was not to say anything inaccurate and he apologized.

“The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident than now. My words, whether in a reply to a reporter’s question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate,” Meyer said. “Unfortunately at Big Ten media days on July 24th, I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions.”

Meyer said he will fully cooperate with investigators. Ohio State did not respond Friday to a request seeking comment on the comments by Meyer or Smith, who told the radio station his marriage was volatile and that he made mistakes. The Smiths divorced in 2016.

“I don’t believe I have ever threatened her or anyone,” said Zach Smith, who had been an assistant at Ohio State since Meyer was hired in 2012.

Smith, the grandson of late Buckeyes coach Earle Bruce, a mentor to Meyer, played for Meyer when he was coach at Bowling Green in 2001-02. Smith also was a graduate assistant for Meyer at Florida for five seasons.

In 2009, Zach Smith was accused by his wife of assault but no charges were filed. Meyer has said he and his wife tried to counsel the couple at the time.

Meyer has been at Ohio State for six seasons, going 73-8 with a national championship in 2014 and two Big Ten conference titles. He earlier won two national titles at Florida.

Ohio State's policy on sexual misconduct says anyone who supervises faculty, staff, students or volunteers has a duty to report "when they receive a disclosure of sexual misconduct or become aware of information that would lead a reasonable person to believe that sexual misconduct may have occurred involving anyone covered under this policy." Domestic violence is one of many definitions of sexual misconduct in the policy.

A clause in Meyer's new contract, which raised his salary to \$7.6 million this year and runs through 2022, also requires him to "report to Ohio State's Title IX athletics any known violations" of the sexual misconduct policy involving students, faculty or staff at the risk of being fired with cause. Firing Meyer without cause would cost Ohio State a nearly \$40 million buyout.

On Thursday, Ohio State barred media access to players and coaches until at least Monday.

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Heat ratchets up as Urban Meyer, Zach Smith try to pass the buck in confounding media tour

Ohio State athletic director Gene Smith must be seething entering the weekend

Dennis Dodd

CBSSports.com

4 August 2018

Gene Smith, your move?

Actually, the respected Ohio State athletic director has our sympathy after a confusing, confounding media tour put on late Friday by his coach and a former assistant.

You thought paid administrative leave was bad? Or an ugly divorce with allegations of abuse? Smith now has to sift through a growing scandal that has become metastatic.

Disgraced former wide receivers coach Zach Smith asked us to believe the neck of his ex-wife ran right into his hands.

"Defensive action [by me]," he labeled the bruises and battering as depicted in Facebook photos posted by college football reporter Brett McMurphy on behalf of Zach's ex-wife Courtney.

At about the same time, Gene Smith's disgraced coach, Urban Meyer, released a statement saying he followed "proper reporting protocols" regarding a 2015 domestic incident involving Zach Smith and Courtney. That was in direct conflict to what he told reporters 10 days ago at the 2018 Big Ten Media Days.

"There was nothing," Meyer said that day of Zach Smith's alleged battering of Courtney from three years ago.

Meyer didn't stop there. He went on to disparage the actual reporting of the incident by McMurphy. "I don't know who creates a story like that," Meyer said.

For the record, that's going from "nothing" to I-did-everything-by-the-book-and-reported-whatever-there-was-to-report-to-my-boss in a span of just over a week.

One quick question: What exactly is proper protocol?

One quicker question: By saying that, did Meyer just throw his AD under the bus suggesting his boss somehow didn't act properly?

This is a man in Gene Smith who deftly handles one of the largest athletic enterprises in the country. But if he has to fire Meyer, it would be the second such Buckeyes football coach to get The Big Haircut in Columbus, Ohio, since 2011.

Remember Jim Tressel?

This, then, is beginning to be a trend.

What we have now is a sordid scandal taken to the next insidious level. The main participants have chosen to wage war through the media. The only innocent seems to be Courtney Smith, whose bravery continues to shine through this mess.

Meanwhile, in the statement Meyer provided via his Twitter account, the coach defended himself with or without the consent of his employers while on paid administrative leave during an ongoing investigation.

(Hint: There was probably no consent from Ohio State. It probably wants these sort of questions answered to their faces in private across a fine burnished oak conference table with lawyers present.)

Back to poor Gene Smith. The dual media tours by Meyer and Zach Smith did seem to indicate the AD had been told everything in 2015.

Zach told ESPN he was summoned to discuss "this felonious domestic assault accusation" in 2015 by Gene. He also said Meyer discussed the incident with him that year -- confirming Meyer knew about it three years ago as opposed to just days ago as he originally claimed -- and threatened to fire him if he was found to have hit his wife.

Should the university have followed up despite Zach not being charged?

"That's not their job. Their job is not to call someone who is accusing another person of something," Zach said.

Meyer's essentially changed his story in saying he reported the 2015 incident up the chain of command.

Let's take a knee here for a second. A man who largely invented the modern spread offense said in Friday's statement he was "not adequately prepared to discuss these sensitive personnel issues."

Feel free to choose your version of the truth.

Lying to the media in a Chicago hotel ballroom isn't necessarily a fireable offense. But those ballroom doors don't shut Meyer in. His words conveyed through the media were sent to millions of people, including Ohio State fans, regents and administrators, coaching peers, the Big Ten conference and college athletics as a whole.

Whatever Meyer spouts, he says to the world.

Meanwhile, Zach lamely defended himself and whatever happened within his tumultuous marriage.

"We had a toxic relationship, volatile relationship," he told ESPN. "We definitely needed to split up. We needed to divorce."

But did he hit his wife? Absolutely not, Smith countered. That despite bruises around his wife's neck and a bloody hand appearing on Facebook, which he claimed were a result of defensive restraint.



And even if Zach did hit her, hey, it's nobody's business but theirs.

"No one did anything illegal," he said. "This should stay behind closed doors so my kids don't have to see it."

Because it stayed behind closed doors, Zach, is why we're having this conversation. The marital-problems-are-private argument doesn't make sense either.

You're a highly-paid state employee whose actions – as they affect the taxpayers who fund your salary – absolutely deserve scrutiny.

Smith's never-laid-a-hand-on-her claim took a direct hit in real time on Twitter. As Smith was defending himself Friday, McMurphy tweeted a screenshot of a text message conversation. It appeared to show Smith admitting he strangled his wife while on vacation.

Brett McMurphy

✓@Brett\_McMurphy

Zach Smith told @1057TheZone he never abused Courtney. Here is text message b/w Zach & Courtney when he admits & apologizes for strangling his wife on Punta Cana trip in March 2015 & again in April

5:54 PM - Aug 3, 2018

Where do we go from here? Hopefully to a higher moral ground.

One thing is for sure: The school's investigators have been given one hell of a head start. They have a lot of reading material to catch up on.

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With a mound of new information, Ohio State AD Gene Smith joins Urban Meyer in having more questions to answer

Ari Wasserman

The Athletic

4 August 2018

Ohio State's plan was seemingly to ride the wave of silence into the weekend, to let the latest official tidbit of information in the Urban Meyer-Zach Smith saga be what it released Thursday evening: That the university formed an independent board working group to assist in the investigation of this whole thing. It felt like this was supposed to be an investigation behind closed doors, a quest to privately find the truth before the public heard a resolution.

If that was Ohio State's plan, it failed miserably.

On Friday evening, Meyer broke the silence with a personal statement he posted on Twitter, which — maybe without coincidence — hit the internet right before Zach Smith appeared on local Columbus radio and later ESPN's SportsCenter. Meyer and Zach Smith both added essential pieces to their sides of the story that was mainly being told through the reporting of Brett McMurphy, and it happened almost in unison as Zach Smith sternly said he never physically abused his ex-wife, Courtney, while also standing up for Meyer.

The world got a lot of answers Friday evening, but now everyone is left with even more questions.

And there's a new face in the world of culpability: athletic director Gene Smith.

The piece of information that now has the entire direction of this story flipped upside down was that Meyer admitted in his statement to knowing about a reported incident of domestic abuse between Zach Smith and his ex-wife,

Courtney, in 2015. Meyer also owned up to lying to the media July 24 in Chicago at Big Ten Media Days when he not only said he was unaware of the incident but also went so far as to question who could make up such a story. His Twitter statement was remorseful, but he also made it clear he had followed proper reporting protocol the way he had done his entire coaching career.

“My words, whether in a reply to a reporter’s question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate,” read Meyer’s statement. “Unfortunately, at Big Ten Media Days on July 24, I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for how I handled those questions.”

Meyer lied to the media. That’s a fact. Everyone can individually decide whether they buy that Meyer lied because he wasn’t adequately prepared to discuss an incident that occurred three years earlier. But as the world debated whether he could keep his job for the past three days, the thing Meyer certainly could not have survived was knowing about the incident between Zach Smith and Courtney Smith, looking the other way and keeping Zach Smith employed. He didn’t do that.

Both Meyer and Zach Smith said Friday that Gene Smith was not only made aware of the 2015 incident but also deeply involved.

Zach Smith said he was on the road recruiting in October 2015 during Ohio State’s idle week when Gene Smith called him and took him off the road. Zach Smith said Gene Smith informed him of the domestic abuse allegation and brought him home. Friday, Zach Smith said, “I think they handled it exactly how they should have handled it.”

Which brings us to new burning questions:

- If Meyer transferred the burden of responsibility up the food chain to Gene Smith — as he’s contractually required to do — how is it possible that Ohio State continued to employ Zach Smith for three years after the reported incident of domestic abuse?
- If Gene Smith had all the information, how responsible is Meyer moving forward?
- If the situation was under Gene Smith’s jurisdiction, how much did Meyer control in terms of keeping Zach Smith on his staff for the past three years?
- If Meyer did the right thing in 2015, why did he aggressively lie to the media in Chicago?
- Did anyone do anything to attempt to help Courtney Smith?
- Why did Gene Smith and Meyer risk it all on an assistant coach who could have been replaced quickly and

easily?

- Can Gene Smith and Meyer keep their jobs? Is it one or the other? Do both go?

Zach Smith never denied Friday that he was in a “toxic” marriage that had gotten physical, he just denied that it was domestic abuse. Zach Smith said he put his hands on his wife but strictly out of either self-defense or to defuse situations that had gotten out of control.

“I’ve never committed domestic abuse against her,” Zach Smith told 105.7 The Zone in Columbus. “We had a volatile relationship. It was toxic. And by the end of it, it just flat-out needed to end.”

While Zach Smith was defending himself, McMurphy was posting pictures of text messages between Zach Smith and Courtney Smith that painted a very different picture. In the text messages, Courtney wrote, “think back to the cheating the lies and picking me up by my neck and strangling me in Punta Cana.” Zach Smith replied, “I know!!” and later, “I’m so so sorry!!!”

A lot of energy is going to be devoted into picturing how this all ends, and now Gene Smith is batter-up when it comes to explaining. And regardless of how Meyer and Zach Smith’s answers play to the public, there’s still a private investigation going on at Ohio State that is supposed to not only get to the bottom of this but also provide an answer for what’s next.

Meyer has been at the center of attention with his future on the line. And now Gene Smith is right there with him.

— Reported from Columbus

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How Ohio State lost its way long before Urban Meyer arrived

Brent Schrotenboer

USA TODAY

3 August 2018

In April, Ohio State football coach Urban Meyer stood behind a lectern in Columbus, Ohio and gave a eulogy about his mentor, Earle Bruce, the former Buckeyes coach who had died five days earlier at age 87.

He spoke about the values Bruce taught at Ohio State.

Bruce "believed in clarity and honesty when he spoke to you," Meyer said then. "Speak clearly and to the point. ... And the difference between right and wrong. There is no gray area. Zero. You follow rules. You do the right thing. Loyalty. Loyalty to your family, your former players and your coaches. And this can never be challenged."

Nearly four months later, Meyer's job is in jeopardy over those same values: honesty, doing the right thing and perhaps too much loyalty to an assistant coach who happens to be Bruce's grandson and has been accused of domestic violence.

More: Could Bob Stoops replace Urban Meyer at Ohio State?

More: New contract provisions could pose problem as Ohio State's Urban Meyer is placed on leave

It's the latest scandal at Ohio State, one of several since Bruce was fired there amid a different sort of controversy in

1987. The question then wasn't about cheating or lying, but whether it was fair to fire Bruce, who ran a clean, winning program but didn't win quite enough games or stroke enough egos to please boosters.

Athletic director Rick Bay even quit his job in protest after the university president told him he wanted Bruce fired.

"I didn't feel it was warranted, and I felt it cast a bad light on Ohio State," Bay told USA TODAY Sports Thursday. Bay said it "reflected poorly" on the university to fire Bruce for such reasons, in part because Ohio State was trying to overcome the perception that it was "a football factory and nothing else."

A few days later, Bruce led the Buckeyes to a 23-20 victory at Michigan in his final game. Meyer remembers it well, having worked under Bruce that year as a 23-year-old graduate assistant coach

But Ohio State hasn't been the same since, in ways large and small, coincidentally or not, sort of like a curse.

Bruce's grandson, Zach Smith, recently worked as an assistant coach on Meyer's staff and is a big reason for the latest mess. Questions about whether Meyer lied about and covered up his knowledge of Smith's alleged domestic violence have led to Meyer being put on administrative leave just a month before the Buckeyes' season opener.

On Friday, Meyer issued a statement claiming he followed proper protocol but was not "completely accurate" when responding to questions about the allegations.

In the bigger picture, Bruce's firing unofficially marked the dawn of a more cutthroat era for Ohio State as increased television revenues and coaches' pay kept raising the stakes for all big-time programs. A 6-4-1 record was no longer good enough, as it wasn't in Bruce's last season in Columbus. More pressure to win and protect the business led to more temptation to break rules, lie and cover up problems, fueling scandals at many schools, from Penn State to Baylor. At Ohio State, such scandals have dogged it the past 25 years under different coaches, including recent allegations that the university ignored sexual abuse complaints about a former doctor in the athletic department.

Gone are the days of the athletic director sacrificing his job for a coach who ran a reputable program but only won six games instead of 10. In their place came something else, with different standards, arguably starting with Bruce's firing in '87.

The Bruce firing

In 1979, Bruce replaced his own mentor at Ohio State, the legendary Woody Hayes, who had won 205 games in 28 seasons but lost his temper in his final game when he punched an opposing player from Clemson.

Bruce did well by Hayes' winning standards, compiling a record of 81-26-1 in nine seasons. But before his firing – and before that Michigan game – he lost three in a row to Michigan State, Wisconsin and Iowa, all close games. The governor of Ohio suggested afterward that the gambling problems of quarterback Art Schlichter had something to do with his firing, but that was met with skepticism. Schlichter last played at Ohio State six years earlier.

Bay said Bruce's gruff personality just didn't sell well enough with some, which might not have mattered if he had won 11 or 12 games per year instead of nine.

"There's nothing sinister in Earle's coaching career," Bay said Thursday. "He just wasn't a popular guy with some important people."

After Bruce's firing, Bay fired back at the university with an editorial published in the New York Times on Nov. 22, 1987, the day after the Buckeyes beat Michigan.

"The dismissal has been a disaster for Ohio State and nearly as bad for all of intercollegiate athletics," Bay wrote then. "It sends the message that even at a previously highly principled institution like Ohio State, winning is the bottom line. That whatever flaws a coach may possess are tolerable until he fails to win enough. Never mind his program's integrity and his teams' graduation rates."

This editorial prompted a letter in reply by Ohio State booster Jerry Brondfield, who had written a book about Hayes called Woody Hayes and the 100-yard War.

"It should be pointed out that people were not so much concerned with victories but with the quality of victories," Brondfield responded in the New York Times on Nov. 29, 1987. "How much dullness are loyal fans expected to tolerate?"

Bay thought Ohio State lost its way with these kinds of values. He moved on to other jobs with the New York Yankees, Minnesota and San Diego State. Bruce later landed at Colorado State. And Ohio State replaced him with John Cooper, who also ran a successful, esteemed program, compiling a 111-43 record overall but posting a 3-8 record in bowl games and a 2-10-1 record against archrival Michigan.



After Cooper finished 8-4 in 2000, Ohio State fired him in a move that seemed to pay off in hindsight. The Buckeyes played at a higher level of success after that, highlighted by an undefeated season in 2002 and then a 73-8 record and a national championship in six seasons under Meyer. But there has been a cost.

'Uncovering what may have happened'

Jim Tressel was hired to replace Cooper and won in a way that probably wouldn't be considered dull by the standards of Brondfield, the late booster. Tressel rang up a record of 106-22 in 10 seasons and became so larger than life on campus that Ohio State President Gordon Gee once said, "I'm just hoping he (the football coach) doesn't dismiss me."

It turned out to be more like the opposite. Under Tressel, star running back Maurice Clarett's bright promise disintegrated after a series of high-profile cases involving allegations of academic misconduct, special benefits and misleading investigators.

Then Tressel quit amid a different scandal in 2011. He had been accused by the NCAA of failing to "deport himself ... with honesty and integrity" for his role in essentially covering up a scandal involving players receiving improper benefits from a tattoo parlor.

And it wasn't just football for the Buckeyes. In men's basketball, two of Ohio State's previous three men's basketball coaches were fired after facing various NCAA rules violation allegations during their tenures.

And now – in addition to the Meyer case – Ohio State is facing allegations from former athletes that the university ignored reports of sexual abuse. More than 100 students reported firsthand accounts of sexual misconduct by the doctor, Richard Strauss, from 1979 to 1997, the university said in July.

"The Ohio State University remains actively committed to uncovering what may have happened and what university leaders at the time may have known," the university said then.

Meyer, Bruce and Smith

Now Ohio State is doing the same with Meyer, to determine what he knew and did about the domestic incidents involving Bruce's grandson, who was a player on Meyer's team at Bowling Green and previously worked under Meyer as an assistant at Florida.

Meyer fired Smith last month after Smith's ex-wife accused him of stalking and intimidation and was granted a temporary restraining order against him. Then came a report by college football reporter Brett McMurphy that included Smith's ex-wife, Courtney Smith, and text messages she provided. The story alleged Meyer knew about different domestic violence allegations against Smith from 2015 but said he didn't when asked about it last month.

The ties between Smith, Bruce and Meyer ran deep until the end. "He is the strongest relationship I've ever had other than my father," Meyer said recently of Bruce.

In 2009, after Smith faced an allegation of assaulting his pregnant wife, McMurphy reported that Bruce traveled to Florida to ask her to drop the case – a move that might have helped save his grandson's career while arguably putting Meyer's in future jeopardy. In April, Smith was with his grandfather when he died. He has not been convicted of a crime.

"Earle Bruce was an absolute stand-up guy and family man," said Bay, who worked there from 1984 to 1987. "I loved working with him and feel blessed to have worked there."

Bay still calls it the best job he ever had, even as a former player from Michigan who currently lives in Ann Arbor.

"That was one that that I really loved," Bay said. "If the president hadn't fired Earle against our recommendation, I might still be there."

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What changed with Urban Meyer and Ohio State on Friday?

Bill Landis

cleveland.com

3 August 2018

COLUMBUS, Ohio – Ohio State coach Urban Meyer and former receivers coach Zach Smith broke their silence on Friday regarding the university's investigation into what Meyer knew about domestic abuse allegations against Smith in 2015.

In a prepared statement sent out through his Twitter account, Meyer admitted he was aware of the allegations in 2015 and that he followed proper protocol in reporting the allegations. Smith, in separate interviews with 105.7 The Zone in Columbus and on ESPN, denied ever physically abusing his ex-wife and detailed his communication with university officials.

Both of them -- with Meyer implying it and Smith saying it directly -- claimed that Ohio State athletic director Gene Smith was also aware of the allegations in 2015.

With that added information, here's a reset of where things stand and how they changed on Friday:

Gene Smith's involvement

Smith is someone who we still haven't heard from through all of this. Meyer spoke for Smith in his initial statement released through the university on Wednesday when the investigation was announced. But Smith has not said anything, whether in the form of an interview or a public statement through the school.

Before Friday, it was unknown what knowledge Gene Smith had prior to the reports last week when these allegations first became public.

But through Meyer saying he "elevated" his knowledge of the 2015 allegations to the "proper channels" and Zach Smith directly saying that he talked with Gene Smith about this, both are claiming that Ohio State's athletic director has known about these allegations for three years.

Zach Smith said he first learned of the allegations against him during a phone call with Gene Smith, who called the coach off the road from a recruiting trip back to Columbus after getting word that Powell police were investigating him for domestic violence and felonious assault.

Meyer knew about the allegations

Though it was a stark turnabout from his comments at Big Ten media days, Meyer admitted on Friday that he was aware of the allegations against his former receivers coach in 2015. That would seem to answer one very key question for the team investigating Meyer. Since Wednesday we've wondered what exactly Meyer knew. On Friday he told us he knew of the allegations. Zach Smith said he and Meyer discussed them when they happened.

The message at the core of Meyer's statement on Friday was this: "I am confident that I took appropriate action ... I deeply regret if I have failed in my words."

Meyer, who said he's fully cooperating with the university's investigation, shared regret over the way that he handled questions concerning Zach Smith last week. Meyer, in a variety of ways, said last Tuesday in Chicago that he was never made aware of any 2015 incident, even seeming to suggest at one point that someone had made the story up.

Now we know that Meyer knew there were allegations against his former assistant, and he claims that he followed the proper protocol in reporting it.

Ohio State was in communication with police

Speaking with ESPN on Friday night, Zach Smith said he was as transparent as he felt comfortable with Meyer about the details of the alleged incident in 2015. He did not say Meyer had direct contact with the Powell police investigating the allegations, but that Meyer at least knew that the police were investigating.

Zach Smith was more direct in saying that the university, including Gene Smith, was following the results of the police investigation. That investigation ended without an charges against the former Ohio State assistant coach.

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Zach Smith, fired Ohio State assistant, says Ohio State AD Gene Smith knew of abuse allegations

Doug Lesmerises

cleveland.com

3 August 2018

COLUMBUS, Ohio — Fired Ohio State assistant coach Zach Smith said in a radio interview with 105.7 The Zone in Columbus on Friday evening that he never committed domestic abuse against his ex-wife Courtney.

"There were a lot of aggressive situations," Smith said in a 15-minute interview with Matt McCoy and Stanley Jackson. "The only thing that is absolutely true is that I never committed domestic abuse against her. There were times things got out of hand and I had to defensively kind of restrain her and move her and get out of the situation and go sleep at the office and try to remove myself. That absolutely happened."

Courtney Smith told reporter Brett McMurphy in a story published Wednesday that she was abused on multiple occasions by her husband. In 2015, there were two incidents of alleged abuse that police in Powell investigated. No charges of domestic violence have been filed against Zach Smith.

"He was emotionally and physically abusing," Courtney Smith told McMurphy of her ex-husband. "Pushing me against the wall, putting his hands around my throat. There were so many instances. It's hard to recall all of them."

McMurphy also responded to Smith's interviews - he also spoke to ESPN - by posting a text message he said was from Courtney Smith to Zach Smith and referenced another instant of physical abuse.

Brett McMurphy

✓@Brett\_McMurphy

Zach Smith told @1057TheZone he never abused Courtney. Here is text message b/w Zach & Courtney when he admits & apologizes for strangling his wife on Punta Cana trip in March 2015 & again in April

5:54 PM - Aug 3, 2018

Zach Smith also said that not only did Urban Meyer know about the allegations in 2015, but Ohio State athletic director Gene Smith knew as well.

Courtney Smith told McMurphy that she told Shelley Meyer, Urban Meyer's wife, that she was being abused by Zach. Urban Meyer denied last week that he knew about any 2015 domestic abuse situations. But on Friday, just before Zach Smith's radio interview served as Smith's first public comments, Meyer made his first public comments since last week in a statement on Twitter.

He said he did know about the 2015 incidents and reported that to Ohio State.

"Plenty of people knew about the allegation," Zach Smith.

Zach Smith said he was recruiting away from Columbus during Ohio State's bye week in the last week of October in 2015, when Ohio State athletic director Gene Smith called him and told him to come back to Columbus because of the domestic abuse allegation.

"I think they handled it exactly how they should have handled it," Zach Smith said of Ohio State.

The Powell police alerted Ohio State about the abuse allegations, according to Zach Smith. He said the police investigated, and after there were no charges, "the case went away."

Smith said several times, when pressed by McCoy and Jackson, that none of those incidents were him abusing his wife.

"There was never domestic abuse," Smith said. "I never hit her, I never got arrested, never got charged, I got investigated twice, and no charges came about because I didn't do anything physically to harm her."

McMurphy's report included several photos from Courtney Smith showing injuries she alleged were inflicted by her husband. They include a large bruise on her upper arm, another on her elbow and a bloody cut on her hand.

Asked again to explain those photos, Zach Smith said, "there were several times things got out of hand between us. And I'm not saying that as I restrained her and moved her out of my way to exit the house and get out of volatile situation, I'm not saying it's not possible she got a bruise or a mark. But I don't know what each picture's from. So I don't know."

Zach Smith said he doesn't believe he deserved to be fired, but he understood why he was. He believes the media coverage of the allegations against him were too much for Ohio State to handle.

"It was a move they had to make," Zach Smith said. "I don't think I deserved it, but I don't think it was wrong."

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Urban Meyer and Zach Smith's defenses shift focus toward actions of Ohio State AD Gene Smith

George Schroeder

USA TODAY

3 August 2018

How many of you read Urban Meyer's statement, all the way to the end, and kept expecting him to resign? And then he didn't.

Not even close.

Instead, in a letter addressed "Dear Buckeye Nation" and released via Twitter on Friday, the Ohio State coach insisted he had "followed proper reporting protocols and procedures" when he learned of domestic violence allegations against an assistant coach in 2015.

It's clear that Meyer won't leave his job without a fight. The statement was both a strong defense of his actions and an apology for his responses on the topic July 24 at Big Ten media days.

And coupled with statements made by former assistant coach Zach Smith in a radio interview and to ESPN on Friday, Meyer's statement might also set the table for responsibility to shift upward to Ohio State athletic director Gene Smith.

In an interview with WXZX 105.7 FM in Columbus, Ohio, Zach Smith defended himself, saying the relationship with his wife was "volatile," insisting, "I've never committed domestic abuse against her." Zach Smith told ESPN Meyer told him in 2015, "I swear to God, Zach, if you hit her, you're done." In the radio interview, he said he was called by Gene Smith

in 2015 and asked him about the allegations, then brought him home from a recruiting trip. And he said he didn't do anything to warrant being fired last month.

Gene Smith has a solid reputation as an administrator, but he's also the athletic director who had to fire Jim Tressel for NCAA violations, and he's dealing with an unfolding scandal involving sexual misconduct allegations against a former team doctor. Those allegations were from long before Smith's tenure.

But if one or the other has to go – and if Smith was involved as Zach Smith said in 2015, and didn't fire him – bet on a football coach as accomplished as Meyer. If there's a fall guy, it could be Gene Smith.

Meyer's statement was very carefully worded, but it probably had to be. And frankly, that's a much better strategy than off the cuff and misleading, which was how he responded to reporters at Big Ten media days, when he insisted he hadn't known anything about the 2015 allegations until the news broke a night before. (That's also when Zach Smith was fired).

"I was never told about anything and nothing ever came to light," Meyer told reporters. "I've never had a conversation about it. I know nothing about it. First I heard about that was last night ... and I asked some people back at the office to call and say what happened, and they came back and said they know nothing about it."

He also said this: "There was nothing. Unless ... there's nothing. Once again, I don't know who creates a story like that."

Meyer insisted he didn't intend to be "inaccurate or misleading" on July 24, but said he was unprepared. Given his responses that day, we'll give him at least the latter.

He'll likely be better prepared for the questions that will be asked by the panel investigating his actions. ("I understand that there are more questions to be answered," he wrote, "and I look forward to doing just that...").

Here are a few:

- Why did you keep Zach Smith on staff at Florida in 2009?

- Why did you rehire him at Ohio State?

- Did you see the text messages from Courtney Smith (Zach Smith's ex-wife) to your wife in 2015? Did you see the photos showing bruises?

- If you knew and reported the allegations in 2015, why did you retain Smith at that time?

- What did you do to protect Courtney Smith (Smith's ex-wife)?

"Please know that the truth is the ultimate power," Meyer wrote, "and I am confident that I took appropriate action." He added: "I look forward to rejoining them soon."

Whether he does is still an open question. Much still depends on his answers.

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After Urban Meyer states he followed appropriate protocols, former assistant Zach Smith denies allegations

Jesse Dougherty and Jeremy Gottlieb

Washington Post

3 August 2018

Ohio State football coach Urban Meyer and his former assistant responded publicly Friday to the handling of allegations involving domestic abuse that have engulfed the program as it prepares to open practice.

In a statement released Friday afternoon, Meyer admitted he had knowledge of the domestic abuse allegations brought against Zach Smith in 2015 despite claiming otherwise last week, and asserted that he reported the situation in accordance with Ohio State's policies. Meyer, who was placed on paid administrative leave by the university Wednesday, said in the statement that he has "always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And I did so regarding the Zach Smith incident in 2015."

In a news conference at Big Ten media days in Chicago shortly after Smith's firing, Meyer said he knew about a 2009 incident involving Smith and his wife and did not believe the initial allegations of abuse were accurate. In the same news conference, he denied any knowledge of the 2015 incident. Regarding that denial, Meyer said in his statement, "I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions."

Ohio State also announced Wednesday that it was conducting an inquiry into the allegations made by Courtney Smith. In a statement at that time, Meyer said that he and Ohio State Athletic Director Gene Smith agreed that "being on leave during this inquiry will facilitate its completion." The school announced Thursday night the formation of an independent six-person group that will conduct an investigation into Meyer. Per ESPN, the six people will be made up of three members of the university's board of trustees and three not affiliated with the university. Ohio State also relayed that it will have no media availability with players or coaches "until further notice" as the investigation goes

on.

In his statement Friday, Meyer said he looks forward to answering questions from investigators and will refrain from answering questions publicly "out of respect for the ongoing inquiry."

Smith was fired as Ohio State's wide receivers coach a day after the allegations were reported by former ESPN reporter Brett McMurphy. McMurphy's story, which he published to his Facebook page, contains detailed allegations of abuse from Courtney Smith and text conversations with Shelley Meyer, Urban's wife, in which the two discussed it. Courtney Smith has alleged her ex-husband physically abused her in 2009, when Smith was an assistant under Meyer at Florida, and in 2015, when Smith worked under Meyer at Ohio State. She has a restraining order against her ex-husband.

In appearances on ESPN and a Columbus radio station Friday, Smith denied abusing his ex-wife. In his radio interview, Smith said he never told Meyer about the allegations in 2015 because he "didn't think it was a problem [Meyer] had to deal with." Smith said Ohio State handled the situation "exactly how they should have handled it," and added that police alerted the university of the allegations, the police investigated it and no criminal charges were found.

"I made mistakes," Smith said in the radio interview. "But I don't believe I've ever threatened her." He also described his relationship with his ex-wife as "volatile" and "toxic."

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Urban Meyer Says He Followed Protocols on Abuse Claim, Contradicting Earlier Denial

Marc Tracy

New York Times

3 August 2018

Urban Meyer, the Ohio State football coach, said Friday afternoon that he had “followed proper reporting protocols and procedures” after learning of a 2015 incident in which a longtime assistant, Zach Smith, was accused of domestic abuse.

In an eight-paragraph statement released on Twitter two days after Ohio State placed him on administrative leave pending an investigation, Meyer also said he had failed to be “clear, compassionate and, most of all, completely accurate” when he said last week that he had just become aware of the incident.

Confronted with questions about the 2015 incident at a news conference for the Big Ten Conference on July 24, Meyer said he had learned of the accusations only the night before. In Friday’s statement, Meyer said he had been “unprepared to discuss these sensitive personnel issues with the media, and I apologize for how I handled those questions.”

Urban Meyer

✓@OSUCoachMeyer

4:22 PM - Aug 3, 2018

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In an ESPN interview later on Friday, Smith denied ever having committed domestic abuse. He also said that Meyer had confronted him about the 2015 allegation and that Meyer had heard about it from Ohio State's athletic director, Gene Smith.

"He looked me and he said, 'I swear to God, Zach, if I find out you hit her, you're done, you're fired,'" Smith said of Meyer.

The independent journalist Brett McMurphy published an initial story about the 2015 allegations on July 23 and then published photographs this week that showed Courtney Smith, who is now divorced from Zach Smith, bruised and bloodied. She said the pictures had been taken after assaults in 2014 and 2015 by her then-husband, and she told McMurphy she had shared the images with several other coaches' wives.

Text messages also reported by McMurphy on Wednesday show that Meyer's wife and the wives of other assistants knew about the 2015 incident and suggest that Meyer then confronted Smith about it, as Smith seemed to confirm in the ESPN interview.

Smith contended that any marks on Courtney Smith after the 2015 incident were the product of "defensive movements to remove myself from the situation" and said that he had told the police as much at the time.

A lawyer identified in recent court papers as representing Courtney Smith did not immediately respond to an emailed request for comment.

The statement from Meyer, one of college football's most successful and best-paid coaches, raised new questions even as it answered others. It is still not clear exactly when he learned of the 2015 incident, when he reported it and which protocols he followed.

Meyer kept Smith on his staff, as wide receivers coach and recruiting coordinator, for years after the 2015 incident. Meyer fired Smith last week after McMurphy's initial reporting, which included information on a protection order and a misdemeanor trespassing charge against Smith from this year. Smith is the grandson of Earle Bruce, a former Ohio State coach and a mentor of Meyer's, and he played for Meyer at Bowling Green and was his graduate assistant at Florida.

It is also not clear who else in the athletic department knew about the incident, and what their understanding of it was. A university spokesman did not immediately reply to a request for comment from Gene Smith.

Meyer promised to cooperate with an inquiry the university has ordered into the matter. The investigating commission includes university trustees and members who are independent of the university.

The Meyer scandal is one in a series of controversies that Ohio State has been dealing with in recent weeks. The university announced last month that more than 100 former students had said that a former team doctor sexually abused them over a period from the late 1970s to the mid-1990s. Also, a former member of the Ohio State University Diving Club has said in a lawsuit that an assistant diving coach had an inappropriate sexual relationship with her when she was 16 and that the university had failed to provide an adequate way to report it.

At a news conference last week, Meyer acknowledged he had known about a 2009 incident in which Smith, then a member of his staff at Florida, was arrested on accusations of domestic abuse. Smith was not prosecuted. Meyer said at the news conference that he and his wife, Shelley, had tried to counsel the young couple then.

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From uncertainty for Ohio State's Urban Meyer comes opportunity for Chicago-based Stadium network

Phil Rosenthal

Chicago Tribune

3 August 2018

A fledgling network can invest heavily in a campaign to raise its profile and break into public consciousness, or it can do what it does and hope people notice.

Ohio State's Urban Meyer saved Chicago-based Stadium a lot of money.

If Wednesday was a pivotal moment for Meyer and his highly ranked Buckeyes football program, so too was it for Stadium.

The multiplatform, Jerry Reinsdorf-backed sports network that's not quite a year old had the TV interview helping drive the news cycle.

In the absence of their own video, ESPN and others had to keep running Stadium's clip as they sought to catch up to the news concerning Meyer's suddenly uncertain future as Ohio State's coach.

There was Courtney Smith detailing allegations of domestic abuse by her ex-husband, recently fired Buckeyes assistant coach Zach Smith.

She spoke of the fears that for so long kept her silent and said she believed Meyer knew of her predicament as it was unfolding, although he had publicly denied it as recently as last week.

All of it ran with Stadium's logo and the word "exclusive" in the upper-right corner of the screen everywhere the clip was shown — which was almost everywhere, it seemed.

"I just tried to get out of her way and let her tell her story for the most part," Stadium's Kristen Balboni, who recorded the piece the day before in Ohio, said Thursday.

"She was very forthcoming in terms of what she was willing to tell us, and I made sure she knew the stakes of talking about all this and that there could be negative backlash. She just felt now was the time for a variety of different reasons. She was very forthright, very open ... about everything."

Coming out within a couple of hours of a damning report posted Wednesday to Facebook by Brett McMurphy, a laid-off ESPN reporter making optimal use of his supposed downtime, the one-two punch precipitated Ohio State placing Meyer on paid leave while it investigates and weighs options.

McMurphy conducted his own interview with Courtney Smith and obtained text messages between her and other wives of Buckeyes coaches, including Meyer's spouse, Shelley.

And this too was a score for Stadium.

That's because McMurphy — who joked on Twitter that the Meyer story gave him more face time on "SportsCenter" on Wednesday than he had enjoyed in his previous five years at ESPN — reportedly is headed soon to Stadium once freed of the constraints of his old ESPN deal.

Balboni, a one-time researcher for ESPN's "Mike & Mike" and host of Fox Sports' "At the Buzzer," joined Stadium earlier this year as a sideline reporter and host. She said others at Stadium had pursued the interview, and she came aboard the project only in recent days.

"For me, it came together very quickly because I was brought on once they had secured the interview," Balboni said. "I don't have a ton of experience with this type of journalism, but I've never felt more supported."

"We had a lot of meetings. Everybody, the head of each department, was there. We really talked about tone and ... we talked about the best way to approach this because this is the first time Stadium has done anything in terms of an exclusive like this."

Stadium's first Courtney Smith clip came out on Twitter, clocking in at 2½ minutes. An 11-minute version of the interview was part of its "Campus Insiders" program before a full-length 19-minute clip was issued.

That's consistent with the "as you like it" approach Stadium favors, in which its content can be consumed in various formats and platforms, from over the air as a digital subchannel in many markets to its watchstadium.com website, as well as social media outlets and platforms with which it has partnered.

But perhaps the biggest push this time came from rival media outlets eager to put a human face and voice to the allegations at the center of a significant story.

"I was conscious it could be a really big story and certainly could have big implications, but I don't think I expected it to be of this magnitude," Balboni said.

"Everyone here is really proud of how we did the interview. This is a very sensitive subject and we're proud of how we handled it and got her story across."

It didn't do badly getting Stadium's story across either.

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Ohio State's Urban Meyer says he followed protocol, while fired assistant Zach Smith denies abuse of ex-wife

Teddy Greenstein

Chicago Tribune

3 August 2018

Urban Meyer and Zach Smith broke their silence Friday afternoon — a college football giant and a fired assistant coach trying to restore their reputations.

Meyer, who is on paid leave as Ohio State's head coach, said in a statement that he "failed" during interviews at Big Ten media days in Chicago when he claimed he had no knowledge of Smith's 2015 domestic-violence allegations.

"My intention was not to say anything inaccurate or misleading," Meyer said in the statement. "However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions."

More important, Meyer insisted he "followed proper reporting protocols and procedures" regarding the 2015 incident and made it clear he will not resign from Ohio State, where he is 73-8 over six seasons with a national title and two Big Ten championships.

"I ask that you continue to support the incredible coaches and student-athletes in our program, and I look forward to rejoining them soon," Meyer said in the statement addressed to "Buckeye Nation."

Urban Meyer

✓@OSUCoachMeyer

4:22 PM - Aug 3, 2018

27.7K

Smith, meanwhile, in an interview with ESPN denied committing acts of domestic violence against then-wife Courtney, even though an extensive report by veteran college football reporter Brett McMurphy included seemingly damning photos and text messages between Courtney Smith and Shelley Meyer, Urban's wife.

Zach Smith — whom Meyer fired July 23 as his wide receivers coach after a charge in May of criminal trespassing for driving to his ex-wife's residence — told ESPN that athletic director Gene Smith called him to campus in 2015 after Courtney Smith said she had been assaulted by her husband.

Zach Smith said Urban Meyer confronted him, saying, "What the hell's going on? What is this?"

Smith said he told Meyer: "Apparently my ex-wife is trying to get me charged with domestic abuse from incidents that happened years ago and some more recent. (Meyer) looked at me (and said), 'If you hit her, you're fired immediately.'

"I said, 'Coach, if I hit her, I wouldn't even come to work. I would know it was over.' "

Regarding the photos that show bruises and blood on Courtney Smith, Zach Smith said Friday during an interview on Columbus, Ohio, radio station WXZX: "I'm not discounting that (they are authentic). I don't know where or what they are from. I have no idea. There were several times things got out of hand between us, and I may have restrained her to get out of the house."

Courtney Smith told McMurphy: "He took me and shoved me up against the wall, with his hands around my neck — something he did very often. My (then-3-year-old) daughter was clinging to my leg. It obviously registered with him what he was doing, so he took my (then-5-year-old) son and left. So I called the police."

Regarding Meyer's statement, Sports Illustrated legal analyst Michael McCann tweeted: "Urban Meyer's statement seems written with contract law in mind. It denies any grounds that Ohio State could use to fire him with cause. At the same time, it acknowledges his answers to journalists' questions were inadequate — a personal failing that doesn't violate his contract."

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Urban Meyer says he didn't handle Zach Smith questions correctly

ESPN

3 August 2018

Ohio State football coach Urban Meyer issued a statement Friday saying that he "failed" when he denied knowing about domestic violence allegations against one of his former assistant coaches, Zach Smith.

Meyer issued the statement while Smith was giving an interview to ESPN.

Meyer said last week that he knew nothing about a 2015 complaint or any other domestic issues that Smith had during the six years Meyer and Smith worked together at Ohio State. This week, Zach Smith's ex-wife, Courtney Smith, said that she had shared texts with Meyer's wife detailing years of domestic violence. Courtney Smith said she was not sure if Urban Meyer knew about the allegations.

Meyer admitted that he did not handle the situation correctly during Big Ten media days, saying that his job is to be "clear, compassionate and, most of all, completely accurate."

"Unfortunately, at Big Ten Media days on July 24, I failed on many of these fronts," he said in his statement. "My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for the way I handled those questions."

He also said in his statement: "Here is the truth: While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And, I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false."

As Meyer issued his statement, Zach Smith told ESPN that he was on a recruiting trip in October 2015 when he was called back to campus by athletic director Gene Smith. Zach Smith heard about allegations of domestic abuse and said that he went to the Powell, Ohio, police department. After speaking to the police, Zach Smith went to practice and saw Meyer.

"Urban pulled me off the practice field and said, 'What the hell is going on? What is this? What is this?'" Smith said during the interview. "And I laid it all out for him. I said, 'Apparently my ex-wife is trying to get me charged with domestic abuse from incidents that happened throughout our marriage. I went down and met with Powell PD. I explained both sides of the story. I volunteered to do that. I didn't ever hit her.' He said, 'If you ever hit her, you are fired immediately.' I looked at him and said, 'If I hit her, I wouldn't come in here. I know how you feel about that. If I hit her, I wouldn't even come to work. I would know it's over.'"

Meyer did fire Smith on July 23, the same day that a pattern of domestic abuse allegations made by Courtney Smith came to light in a report published by college football reporter Brett McMurphy. Meyer said the next day that he knew about an incident between the Smiths that occurred in 2009 in Florida, but he adamantly denied any knowledge of other domestic disputes between the couple.

Meyer was placed on administrative leave by Ohio State on Wednesday while an investigation by an independent group formed by the university takes place.

Meyer's statement was read to Zach Smith during his interview with ESPN.

"It's as heartfelt, honest and as true a statement as I've ever heard," Smith said. "That's who he is right there."

Smith was asked why he thought Meyer didn't admit he knew about the 2015 incident during media day.

"I don't know what he was thinking," Smith said. "Not really. He knows everything that has gone on in my marriage that he needed to know."

Smith explained why he didn't share all the issues he had in his marriage with Meyer.

"I believe it's a private matter between two people in a marriage, unless something happened that's illegal," he said.



While saying that "I've never hit my wife," Smith did say that he did bear responsibility for the demise of the marriage.

"Absolutely, I did something wrong every time," he told ESPN. "I pushed her buttons a lot. I knew how to get her going. Like I said, it was a toxic relationship. Both of us did several wrong things. All I'm trying to put out is, there was never an illegal act or violence."

After Smith's interviews with ESPN and a Columbus radio station, McMurphy tweeted out a screen grab of a text exchange that he said was between Courtney Smith and Zach Smith.

"Think about the past ... think back to the cheating the lies and picking me up by my neck strangling me in Punta Cana and at our place in April. The abuse got worse bc u couldn't stand me catching u in ur lies," Courtney Smith wrote.

"I know!!!! Zach Smith replied.

"Now u continue ur lies," Courtney Smith said.

"I'm so sorry!!!! Zach Smith said.

"Such a slap in my face. Just stay away," Courtney Smith responded.

ESPN has reached out to Courtney Smith's attorney regarding the texts.

Zach Smith, when asked about the texts, said he did not recall any altercation with his ex-wife in Punta Cana, Dominican Republic. He said he had not seen the published image of the texts but did not believe it was credible.

Zach Smith told ESPN during Friday's interview that he was called into a meeting with Meyer and Gene Smith and told that he was being fired from his job -- his salary was \$340,000 for the 2018 calendar year -- but they did not go into detail regarding why. Zach Smith first said he didn't agree with the decision, but then he changed his mind.

"It wasn't going to be fair for the players to go through this media circus," he said.

Smith does not think Meyer should be fired for misleading the public.

"I'd be heartbroken for Ohio State, for the players, for him and his family because it's not right," Smith said. "It's not. If that happens, it's dead wrong. Coming from someone who knows. I was at all the meetings, I knew exactly what he knew. I knew exactly what he did. If he loses his job, it's flat wrong. And this is a guy who fired me."

Smith said he and Meyer have not been in contact.

"No, I haven't talked to him since I got released," he told ESPN.

Meyer indicated that he won't be addressing the situation again until there is a resolution.

"I understand that there are more questions to be answered and I look forward to doing just that with the independent investigators retained by the University and I will cooperate fully with them," he said in his statement. "At the appropriate time, I will also address the questions and speculation in a public forum. But for now, out of respect for the ongoing inquiry, I will refrain at this time."

Information from ESPN's Dan Murphy was used in this report.

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Urban Meyer and Zach Smith finally broke their silence, and they may have made things worse

Dan Wetzel

Yahoo Sports

3 August 2018

In a bizarre, twisting and probably not particularly helpful Friday afternoon, both Ohio State head coach Urban Meyer and former wide receivers coach Zach Smith broke their silence on the scandal that left Smith fired, Meyer on administrative leave and the Buckeyes' program hanging in the balance.

Some questions were answered. Many more were created.

One critical one remains: Why in the world did Urban Meyer, OSU athletic director Gene Smith or anyone else with knowledge of the situation think it was a good and proper idea to keep Zach Smith employed and fully supported the past three years, even after Zach was accused in 2015 of domestic assault against his ex-wife Courtney?

Start quickly with Meyer, who in a statement revealed he actually did know about Courtney's 2015 allegation. He claims he, like always, had "followed proper reporting protocols and procedures."

This runs completely contrary to his statements last month at Big Ten media day when Meyer claimed he had no knowledge of the 2015 allegation and had never had a conversation about it. He is now intimating otherwise. Meyer said he "failed" to accurately answer questions from the media about the subject because he wasn't prepared and was "caught off-guard."

Meyer had just, days prior, fired Zach Smith after the assistant violated a separate protective order placed on him by

Courtney. As such, it's confusing why Meyer wouldn't be prepared or offer firmer clarification on the hot-button subject, let alone why he didn't get it right in any of the nine separate questions on the topic he was asked during multiple sessions with the media.

Still, if it's true Meyer reported what he needed to report, then it becomes more difficult for Ohio State to fire him for cause. The Joe Paterno model of doing what he was supposed to do could save him some \$40 million in owed money if the school wants to move on anyway.

If he got out of the way and let Gene Smith or others at the university handle it, as he's required, then at least he wasn't covering it up.

That doesn't change this incredibly troubling dynamic.

Smith, 33, was twice accused by Courtney and once arrested (in 2009) of domestic abuse, and Meyer still had no problem keeping him on the staff. This despite the existence of photos showing injuries and bruises.

Zach Smith, in an interview with 105.7 The Zone in Columbus, didn't deny he was part of a troubled marriage or that things didn't get physical or that those bruises could have been inflicted by him. He just claimed he never "broke the law."

"We had a volatile relationship, it was toxic," Smith said. "There was a lot of aggressive situations ... I've never committed domestic abuse against her. Now, there were times things got out of hand and I had to defensively restrain her ... I never hit her."

What about the 2009 felony charge of abusing that Courtney later dropped?

"I got arrested in 2009, mainly because the situation was, kind of, an argument gone bad," Zach Smith told the radio station. "I got arrested simply because it was 3 in the morning. [The police said], 'We have to bring you in because we can't leave you here' ... they took me in and they arrested me and the charges got dropped after the investigation."

The bruises in the photos Courtney Smith shared earlier this week?

"I am not discounting they are [from me], I don't know when they are from, I don't know where they are from," Zach

said. “There were several times that things got out of hand between us and I can’t say [I may have been] restraining her to get out of the house. I’m not saying she didn’t get a bruise or a mark.”

On a question about whether he ever stalked her or threatened her via text message.

“I’ve made mistakes,” Zach Smith said. “I was still in love with her. ... I don’t believe I ever threatened her. ... No one did anything illegal, this should have stayed behind closed doors because now my kids have to deal with it.”

Perhaps only Zach and Courtney Smith know for sure what happened between the two of them. The rest of us are in no position to claim full knowledge. However, there is nothing Zach Smith said in an interview – an interview that he, and his attorney, had days to prepare for – that didn’t sound like he very well could be guilty of domestic abuse.

Some of his lines and some of his excuses are textbook. His stories were chilling. He rambled and tried to walk some excessively thin line, at least in his mind.

He apparently forgot about a text-message exchange with Courtney where she stated, “think back to the cheating lies and picking me up by my neck strangling me in Punta Cana and at our place in April ...”

“I know!!! ... I’m so so sorry!!!” Zach responded.

He seemed most upset Courtney spoke of the confrontations outside of their relationship, a pathetic mindset out of the 1950s, if that.

“I believe personal matters, marital matters need to remain personal and between a husband and wife,” Zach said on ESPN in a separate interview.

If this is how he talks in a prepared interview on national television, then what’s he like behind closed doors? Is it any surprise Shelley Meyer, Urban’s wife, said in a text to Courtney Smith that Zach Smith scares her?

Maybe he’s 100 percent innocent. But how in the world did Urban Meyer and Gene Smith, who Zach Smith says ordered him back to campus from a recruiting trip to discuss Courtney’s allegations, decide they were 100 percent sure of that, so 100 percent sure he deserved to remain on the Buckeyes’ staff?

Why would these two put their own careers, the reputation of Ohio State football and the impressionable minds of 100-or-so Buckeyes players in Zach Smith's hands? How could they be sure Courtney wasn't going to get bruised again, or far worse?

When someone is accused twice and arrested once for domestic abuse and his explanation is that, well, yes, maybe things got physical and, well, yes, maybe she did get marked up, but I was just restraining her and it would be a lot better if no one knew about this, how do move all your chips behind him?

Ohio State did. Every day for three years, it did. The school chose to stick with Zach Smith over 10,000 other qualified and better-adjusted assistant coaches out there.

Why? What's the explanation for that? What's the reasoning? Even if you did report it, how did you look at this guy and listen to this guy? Was being the grandson of Earle Bruce worth that much?

The more answers Urban Meyer and Zach Smith provided on Friday, the more troubling the questions became for Ohio State.

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Urban Meyer admits he knew about abuse allegations against ex-WR coach in 2015

Nick Bromberg

Yahoo Sports

3 August 2018

Urban Meyer admitted in a letter posted to Twitter on Friday that he knew of domestic violence accusations against former wide receivers coach Zach Smith in 2015.

Meyer's admission that he knew Courtney Smith had accused her ex-husband of abuse three years ago is a departure from what Meyer said at Big Ten Media Days on July 24. Meyer told assembled media in Chicago that he was previously completely unaware of any accusations of abuse from 2015 — but knew about an accusation of abuse in 2009 when Zach worked for Meyer at Florida — and even went so far as to accuse the report of the 2015 accusation of being made up.

Urban Meyer

✓@OSUCoachMeyer

4:22 PM - Aug 3, 2018

'I have always followed proper reporting protocols'

Meyer said in his letter that he's always followed proper procedure and did so when he learned that Courtney had accused Zach of abuse in 2015.

Screenshots of text messages between Courtney Smith and the wives of other Ohio State staff members — including Meyer’s wife Shelley — show that she told them of the accusations and even included pictures of bruising.

“Here is the truth: While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels,” Urban Meyer wrote. “And, I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false.”

“The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident than now. My words, whether in a reply to a reporter’s question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate. Unfortunately, at Big Ten Media Days on July 24 I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However I was not adequately prepared to discuss these sensitive personnel issues with the media and I apologize for the way I handled those questions.”

The letter does not detail who or where Meyer made his reporting to or how he found out about the accusation. Given that Shelley Meyer was directly told of the allegations, it seems implausible that she would have withheld that information from Urban.

Smith remained on Ohio State’s staff until July 23, when he was fired after Courtney obtained a protection order against him. His firing came after college football reporter Brett McMurphy reported the 2009 and 2015 accusations.

Meyer on July 24: ‘There was nothing’

Meyer said at Big Ten Media Days that he and Shelley had intervened when Courtney accused Zach of pushing her against a wall when the couple resided in Gainesville in 2009 but that the recent revelation of the 2015 accusation had taken him by surprise.

Here are his full remarks to a question about Zach Smith on July 24. Before his news conference, Meyer told a group of reporters that he had done some research about the 2015 accusation the night before and didn’t find anything.

“In 2009 Zach was an intern, a very young couple,” Meyer said at his news conference. “As I do any times, most coaches and people in leadership positions, you receive a phone call, first thing you do is tell your boss, let the experts do their jobs. We’re certainly not going to investigate. ”



"It came back to me that what was reported wasn't actually what happened. And [wife] Shelley and I actually both got involved because of our relationship with that family and advised for counseling and wanted to help as we moved forward.

"2015, I got a text late last night something happened in 2015. And there was nothing. Unless, once again, there's nothing – once again, I don't know who creates a story like that."

"And then this recent one was you press pause, it's something our team lives by,  $E + R = O$ , you press pause and get your mind right and step up, press pause and gather information, get your mind right, gather energy, and then step up to do the right thing. That's the position I hold. That's how we did that."

Yahoo Sports College Football

✓@YahooSportsCFB

Urban Meyer's comments about Zach Smith's dismissal.

He said what was reported in 2009 about an alleged domestic violence incident "wasn't actually what happened" and a 2015 alleged incident does not exist.

"I don't know who creates a story like that."

10:40 AM - Jul 24, 2018

Meyer's full letter

My heart is heavy today as I witness the toll that events of the past week have taken on the Buckeye Family and the university community that I love so dearly.

When I stand before the 105 young men in our football program and talk about core values and doing the right thing and respecting women, it is not lip-service. I genuinely believe that we have an obligation to help develop the young men in our charge into positive change agents and that responsibility rests with me.

Over the past several days, I have been portrayed as being indifferent to domestic violence and as someone who did

not take appropriate action when warranted. While over three decades of coaching I have learned to ignore how others define me, I do feel it necessary to share the truth with the Buckeye family.

Here is the truth: While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And, I did so regarding the Zach Smith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false.

The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident than now. My words, whether in a reply to a reporter's question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate. Unfortunately, at Big Ten Media Days on July 24 I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However I was not adequately prepared to discuss these sensitive personnel issues with the media and I apologize for the way I handled those questions.

I understand that there are more questions to be answered and I look forward to doing just that with the independent investigators retained by the University and I will cooperate fully with them. At the appropriate time, I will also address the questions and speculation in a public forum. But for now, out of respect for the ongoing inquiry, I will refrain at this time.

Please know that the truth is the ultimate power and I am confident that I took appropriate action. As I stated above, I deeply regret if I have failed in my words. As the son of an amazing woman and the husband to another and, as the father of two incredible young women, those who know me best know the admiration and respect I have for all women. Our core values are just that — values that do not ever waver.

I ask that you continue to support the incredible coaches and student-athletes in our program, and I look forward to rejoining them soon.

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**CC:**

**Subject:** [cfaa-elite-clips] Ex-OSU coach Zach Smith: I found out I was being investigated for abuse by Ohio State AD

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Ex-OSU coach Zach Smith: I found out I was being investigated for abuse by Ohio State AD

Nick Bromberg

Yahoo Sports

3 August 2018

Former Ohio State wide receivers coach Zach Smith said Friday on a Columbus radio station that he found out he was being investigated for domestic abuse by the Powell, Ohio, Police Department when he received a call from Ohio State athletic director Gene Smith.

Smith's ex-wife Courtney accused him of abuse in October of 2015. He was not charged regarding the allegation. Zach Smith said he got a call from Gene Smith when he was out recruiting on Ohio State's bye week.

"I was out recruiting on a bye week, I was on a practice field and I found out about the abuse because Gene Smith called me and said Zach you need to be on the next plane home, your ex-wife has brought forth domestic abuse allegations," Zach Smith told 105.7 FM in Columbus, Ohio, Friday afternoon. "We need you here we need to find out what's going on."

Zach Smith, who was fired on July 23 after Courtney obtained a protection order against him and two accusations of domestic abuse were revealed publicly, said he believed Ohio State handled everything appropriately.

"It was. And it was — I think they handled it exactly how they should have handled it," Zach Smith said. "I mean, I don't know who else they could have alerted but the police were the ones that alerted them. So the authorities had already been alerted to these allegations. They're investigating them and I give them credit for the fact that they let this investigation go through and see what the truth behind all of this is. They investigated it and there were no criminal charges, there was nothing they said I did wrong, did I deserve to be charged, so the case it just went away."

## Urban Meyer admits he knew of allegations against Smith in 2015

Zach Smith's comments came not long after Ohio State coach Urban Meyer admitted that he knew Courtney accused Zach of domestic violence in 2015. Meyer had said at Big Ten media days there was "nothing" to the report of the 2015 accusation but recanted those remarks Friday and said he reported the accusation to the proper channel — without providing specifics — in a letter posted to Twitter.

Courtney Smith has said she told Meyer's wife Shelley about the abuse allegations and sent Shelley pictures. Zach Smith said he had never abused Courtney throughout their "volatile" relationship but said he had never abused her though he said he had "defensively restrained" her.

"It was toxic, by the end of it it just flat-out needed to end," Smith said in the radio interview. "There's a lot of aggressive situations and the only thing that is absolutely true is I've never committed domestic abuse against her. Now there's times where things got out of hand and I had to defensively kind of restrain her and move her and get out of the situation and go sleep at the office or try to remove myself. That absolutely happened. So I don't know when those pictures are from but all I know is what I've ever done in our relationship or in my life."

Zach Smith: Meyer told me I'd be fired if he found out I hit Courtney

After Zach Smith's interview with 105.7, ESPN aired an interview with him. He said in the interview that Meyer asked him about the allegations in 2015 and that he denied them to his boss.

"I told him when he asked me, he asked me 'what the hell is going on?'" Zach Smith said to ESPN. "I told him Courtney is accusing me that I committed domestic violence. I didn't. I don't know what's going on, but I'm going to meet with the investigator to find out what the deal is. After that I told him they have some pictures of her. Anything that happened to her body was all just defensive movements to remove myself from the situation. And I said that's it. I'm not going to get charged because I didn't do anything wrong."

He also said Meyer told him that he'd get fired if he hit Courtney.

"He looked at me and said, 'I swear to god, Zach, if I found out that you hit her, you're done. You're fired.' I said, 'OK I understand, coach. I didn't. I'm fine,'" Zach Smith said.

Zach Smith also discussed the 2009 accusation of domestic violence against him with ESPN. That happened when he

was working for Meyer at Florida. He was not charged regarding that accusation.

SportsCenter

✓@SportsCenter

Zach Smith says Urban Meyer knew about a 2009 incident with his wife and he "let due process run its course."

Watch the full interview on SportsCenter at 6 ET on ESPN.

5:22 PM - Aug 3, 2018

Zach Smith also said that he wasn't too forthcoming with Meyer about the problems he and Courtney were having.

"I wouldn't tell him anything because I believe this is a private matter between two people in a marriage," Zach Smith said. "That's where it should stay, unless a crime occurred, then everybody needs to know. I wasn't even trying to come to the media. I wasn't trying to do an interview because this is not anyone's business but me, my wife and my kids."

"This is not a domestic violence case. I didn't tell Urban about any of it because it was between her and I and we were still trying to work on our marriage even though it was on a crash course. We were still trying to get right, it just never happened."

In the minutes after Zach Smith's radio interview aired, college football reporter Brett McMurphy shared a screenshot from Courtney's phone where Zach apologizes after Courtney said he grabbed her by the throat twice and said he couldn't stand "me catching u in ur lies."

Brett McMurphy

✓@Brett\_McMurphy

Zach Smith told @1057TheZone he never abused Courtney. Here is text message b/w Zach & Courtney when he admits & apologizes for strangling his wife on Punta Cana trip in March 2015 & again in April

5:54 PM - Aug 3, 2018

Zach Smith: 'I'm not discounting' pictures are real

Pressed near the end of the interview with 105.7 whether or not the pictures of a bruised Courtney were authentic and reflected the accusations of domestic violence against him, Zach said he didn't discount that the pictures were real and that it was possible Courtney was bruised when he had "restrained" her and "moved her out of my way."

"I honestly — I'm not discounting that they aren't," Zach Smith said. "I don't know that. I don't know when they're from. I don't know what they're from. I honestly have no idea. But there were several times where things got out of hand between us and I'm not saying that as I restrained her and moved her out of my way to exit the house to get out of a volatile situation ... it's completely possible that she got a bruise or a mark. But I honestly don't know what each picture's from so I don't know."

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**Subject:** [cfaa-elite-clips] Ohio State Suspended Its Head Football Coach. Does That Show Universities Are Taking a Stronger Stand on Domestic Abuse?

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Ohio State Suspended Its Head Football Coach. Does That Show Universities Are Taking a Stronger Stand on Domestic Abuse?

Katherine Mangan

Chronicle of Higher Education

3 August 2018

Urban Meyer isn't the first college football coach accused of mishandling a response to domestic-abuse reports involving one of his assistants.

In 2016, Mike MacIntyre, the head coach at the University of Colorado at Boulder, faced similar criticism for failing to notify the proper authorities when a woman reported being physically and emotionally abused by an assistant coach.

But while the Boulder coach was ordered to donate \$100,000 toward a group that combats domestic violence and remained on the job, Meyer was immediately suspended with pay just as pre-season practice was about to kick off.

The university's trustees announced late Thursday that they have appointed a special six-member committee to investigate Meyer's handling of the domestic-abuse controversy. The group will try to determine what Meyer knew, when he learned it, and whether he failed to report abuse allegations to authorities. Members of the committee include three current trustees, as well as a former Ohio House speaker, a former acting U.S. deputy attorney general, and a former federal prosecutor.

To some observers, the tougher initial response by Ohio State reflects how much times have changed over the last year and a half. It was a period during which Michigan State University's president, Lou Anna K. Simon, was forced to resign after her insistence that she was unaware of the abuse a sports doctor was inflicting on dozens if not hundreds of athletes rang hollow.



Closer to home, four former Ohio State wrestlers are suing the university, alleging that it ignored complaints about another prominent sports doctor who may have molested more than 100 athletes.

In recent years, allegations of abuse in big-money sports programs have also cost universities including Pennsylvania State University, Florida State University, and the University of Tennessee at Knoxville millions of dollars in settlements.

### Exploding Public Narratives

Given the damage done to universities over high-profile scandals involving officials accused of looking the other way, it's not surprising that some, like Ohio State, are taking quicker, more decisive action today, says Peter F. Lake, professor of law at the Center for Excellence in Higher Education Law and Policy at Stetson University.

Recent controversies have shown "the pace at which public narratives explode" when universities don't get out in front of the controversy, he says.

Acting quickly also sends the message "that sexual violence prevention is more important than winning on the field," Lake says. "A lot of programs around the country are embracing that message."

In the social-media swirl that surrounded Meyer's suspension, it was clear that many fans felt that there was a rush to judgment and that he was unfairly being blamed for the alleged actions of his assistant coach, Zach Smith.

austyn shelton

@austynshelton

If Ohio State University fires Urban Meyer over this they're absolute and utter idiots. This man is one of the best college coaches of all time, and he is not the police. Let him coach football and leave him alone.

4:06 AM - Aug 2, 2018

But to others, the suggestion in a Facebook post by an independent sports reporter that Meyer must have known that Smith had abused his ex-wife in 2015 and didn't discipline him or report it was reason enough to sideline him from the sport, at least while the investigation played out.

Allison Williams

@AllisonW\_Sports

While this is still unfolding, even Meyer being suspended while this is under investigation feels like a tipping point in how we view and treat domestic violence. When not only ppl who commit these crimes, but those who enable them are held accountable, we have made true progress

10:36 PM - Aug 1, 2018

The cases involving Meyer and MacIntyre bear some similarities.

Meyer has acknowledged being aware of a 2009 domestic abuse incident involving his assistant coach, who was then a graduate assistant, and Smith's pregnant wife, Courtney Smith. Zach Smith was fired last month after he was served a civil protection order on behalf of his now ex-wife. During a media briefing the following day, Meyer denied knowing that Courtney Smith had accused her ex-husband of domestic violence in 2015.

That statement was called into question by this week's Facebook post, which said that Meyer's wife, Shelley Meyer, had received text messages and photos from Courtney Smith detailing the alleged continued abuse and that she had been encouraged to tell her husband about it. It's unclear whether or not Shelley Meyer, who is a registered nurse and an instructor at Ohio State's nursing school, told him.

On Friday, Meyer released a statement on Twitter conceding that he had known about the 2015 allegation. He said he was "confident I took appropriate action" but had "failed" in how he discussed it at Big Ten Media Days because he wasn't prepared to discuss sensitive personnel information with reporters. He added that he had always followed proper reporting protocols when informed of allegations of abuse.

In an interview with the sports-streaming website Stadium, Courtney Smith said she believed Meyer knew about the abuse and chose to "enable the abuser and believe whatever story Zach was telling everybody."

In an interview with ESPN on Friday, Zach Smith said he had informed his coach about the abuse accusations in 2015.

"I explained both sides of the story," Smith said in the interview. "I volunteered to do that. I didn't ever hit her. He said, 'If you hit her, you are fired immediately.' I looked at him and said, 'If I hit her, I wouldn't come in here. I know how you feel about that. If I hit her, I wouldn't even come to work. I would know it's over.'"

## An Obligation to Report

Complicating the matter for Meyer is his \$7.6-million-per-year contract extension, signed in April, that requires him to report any known violations of the university's sexual-misconduct policy, which would include domestic violence by a staff member, [Cleveland.com](#) reported.

It's unclear, though, whether failing to do so would violate Title IX, the federal gender-equity law. A federal judge, ruling in a lawsuit filed against Colorado's coach, found that MacIntyre had no legal obligation to protect his assistant's ex-girlfriend because she wasn't affiliated with the university.

It's also unclear whether Meyer's new obligations could be applied retroactively to 2015, when the last reports of abuse reportedly occurred.

In the Colorado case, MacIntyre received a call directly from the woman who said she'd been abused for years by one of his assistants. MacIntyre reported it to the athletics director, who reported it to the chancellor. All three received minor sanctions for failing to notify Title IX officers or the police when the chancellor determined that wasn't necessary.

The university's chancellor, Philip P. DiStefano, was suspended for 10 days without pay, and the athletics director, Rick George, was also ordered to make a \$100,000 contribution for domestic-violence survivors.

While some would argue the officials got off relatively easy at Colorado, 2016 was also a year when Baylor University's leader, Kenneth W. Starr, was removed as president and its head football coach, Art Briles, was fired over sexual-assault allegations that had been swept under the rug for years.

Meyer may be one of the winningest coaches in football, but "nobody is too big to go down in college sports, not anymore," an ESPN staff writer, Andrea Adelson, wrote on Thursday. "Not after what happened with Art Briles and Baylor or what happened for decades to Michigan State gymnasts or what is happening now at Ohio State."

The implications of what happened at Ohio State were reverberating in coaching circles around the country this week. The University of South Carolina's head football coach, Will Muschamp, who replaced Meyer at the University of Florida, told the media Thursday what he said to his coaching staff.

"If you see something, say something," he said. "Told our staff again today, and I've told them multiple times since I've

been at the University of South Carolina. We are very transparent about everything that happens in our organization. We know exactly who to talk to."

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UC coach Luke Fickell, an ex-OSU assistant, says no one involved in investigation has contacted him

Justin Williams

The Athletic

3 August 2018

WEST HARRISON, Ind. — The Cincinnati Bearcats opened fall camp at Higher Ground Conference and Retreat Center here on Friday morning, kicking off nearly a three-week stay ahead of the season opener on the road against UCLA on Sept. 1.

There are plenty of interesting storylines surrounding the Bearcats heading into head coach Luke Fickell's second season at the helm, but on Friday, the biggest one was centered on a coach and football program about two hours north of Cincinnati.

On Wednesday, Ohio State University placed head coach Urban Meyer on paid administrative leave. This comes after the university fired wide receivers coach Zach Smith on July 23, when reports by former ESPN reporter Brett McMurphy exposed a history of domestic violence allegations by Smith against his ex-wife, stretching back to his tenure under Meyer at the University of Florida. At Big 10 media day in Chicago on July 24, Meyer addressed reporters, claiming that though he was aware of an incident by Smith in 2009, he was not aware of one in 2015 that McMurphy reported. Roughly a week later, another McMurphy bombshell revealed that Meyer may have in fact been well aware of the 2015 abuse, leading to an investigation by Ohio State that placed Meyer on leave and closed practices until further notice. (There has been a wealth of coverage on the entire ordeal at The Athletic this week.)

The Bearcats have gotten wrapped up in all of this due to the fact that Fickell was on staff at Ohio State under Urban Meyer since he was hired in 2012. (Fickell also played at Ohio State and joined the staff full-time in 2002, including a year as interim head coach in 2011 following the dismissal of Jim Tressel.) Fickell addressed the media regarding the situation at Ohio State for the first time following practice on Friday, though elected not to comment directly on the investigation.

"It's just one of those situations where people ask you about it and really I've standardized that I'm not going to comment on another team's ongoing investigation," Fickell said. "We all know that in our program we don't condone any violence, violence against women especially, there's no place for it. We take it really seriously. I have the utmost respect for my alma mater and Coach Meyer and everything they are going through and we wish them the best to get some things worked out and solved and figured out."

McMurphy's story reported Smith's ex-wife claiming that all of the coach's wives were aware of the allegations. When asked directly if he or anyone in his family was aware of the allegations while he was on staff at Ohio State, he said only that he had not been contacted by anyone involved in the investigation.

"We haven't been contacted," Fickell said. "I'm not going to comment on anything else, but I'll give you this – nobody has reached out or contacted us at all."

As far as the rest of camp is concerned, Fickell is welcoming the distraction of being away at Higher Ground.

"The great thing about it is that we go under a rock for about the next three weeks," Fickell said. "This thing couldn't come for us at a better time, just for me and to stay focused on what we're doing. We all have issues and the greatest thing we have going for us is distractions. That's why being out here at Higher Ground, there's nothing better."

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**Subject:** [cfaa-elite-clips] The big question the Ohio State investigation must answer if Urban Meyer won't

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Mandel: The big question the Ohio State investigation must answer if Urban Meyer won't

Stewart Mandel

The Athletic

3 August 2018

The rapidly evolving story of Urban Meyer's handling of domestic violence allegations against his ex-assistant took two major turns Friday.

First, Meyer issued a statement admitting he lied at Big Ten Media Days last week when he said he had no knowledge of a 2015 incident involving receivers coach Zach Smith but insisting he followed proper protocol at the time when informed of it. Then Smith himself went on Columbus radio station 105.7 and on ESPN and echoed Meyer's assertion. In fact, Smith said, Meyer's boss, AD Gene Smith, knew of the felonious assault allegation before Meyer did.

Presumably, Ohio State's investigation into the situation will focus primarily on that issue of what Smith and Meyer knew when, and how they handled it from there. After all, Meyer's contract includes a provision requiring him to report any knowledge of domestic violence to the school's Title IX office.

That being said, nothing I read and heard Friday did anything to address another important question I've had for more than a week now: Why on Earth did Meyer, who has the cachet to hire just about any assistant in the country, keep such a problematic individual on his staff all the way up until last week?

As Zach Smith repeatedly reminded us in his interviews Friday, he was never arrested or charged as a result of any police investigations during six-plus years in Ohio. While that's true, that doesn't make him a model citizen, either. Smith, as you'd expect, insists while he had a "volatile" relationship with Courtney, he never abused her. It took Brett McMurphy all of five minutes to discredit that notion.

Meyer knew of Smith's 2009 domestic violence arrest in Florida. Now, six years later, he found out his assistant was accused again. Meyer's own wife, Shelley, was in touch with Courtney Smith at the time and said in a text message to her that Zach Smith "scares me." On Friday, Zach Smith said, Urban Meyer told him at the time, "If I find out you hit her, I swear to God you're done. You're fired."

But he wasn't. For all the red flags, this completely expendable wide receivers coach who happens to be the grandson of Meyer's mentor, Earle Bruce, kept walking into meeting rooms and onto practice fields and mentoring young men. And he probably still would be if not for the pesky nuisance of Smith's 2009 Gainesville arrest becoming public knowledge last Monday.

"I know why I was terminated, and I don't think I did anything that warranted it," Smith said Friday, "but the problem was that it was going to be unfair for those players at Ohio State and for the fans, for the whole university, to go through the media uproar that came from all of this."

So, dangerous man with a history of violence allegations against him? Not a fireable offense. Causing a media distraction for the players? OK, you're gone.

College football assistant coaches get let go all the time for any number of far-less alarming reasons that those surrounding Smith. They're on short-term contracts that the head coach can choose not to renew at any time.

So at any point in the past three years, Meyer could have said to himself — you know what? This thorn in my side is not worth me staking my reputation to. If he had, Meyer wouldn't be sitting on administrative leave right now with his career hanging in limbo.

Hopefully this investigation will help answer the simple question of, "Why?"

If the sole purpose is to check and make sure everybody followed proper protocol, then maybe Meyer could still land in the clear. Maybe the blame for allowing what was clearly a dangerous man remain a coach there will shift to Gene Smith, or the university's Title IX office, or some other scapegoat. Maybe we'll hear everyone there did their due diligence and couldn't conclusively determine Zach Smith was a threat to others.

It doesn't change the fact that Smith was, in fact, a danger. Shelley Meyer realized it, as did other staff members' wives. Urban Meyer was never under any obligation to employ Smith but voluntarily did so regardless of the warning signs.



Hopefully this investigation addresses that important element as well.

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Urban Meyer releases statement that shows he will fight to keep his job coaching Ohio State football

Ari Wasserman

The Athletic

3 August 2018

Since former ESPN reporter Brett McMurphy released a bombshell report Wednesday morning that Urban Meyer appeared to have previous knowledge of an incident of domestic violence involving Zach Smith and his ex-wife Courtney, there has been a real possibility that Meyer's time at Ohio State could come to an end.

But the second half of the story — Meyer's story — was missing.

Less is missing now.

Meyer released a long statement on his Twitter account Friday afternoon, one that admits he lied to reporters at Big Ten Media Days in Chicago last week, but also includes a necessary fact when it comes to his potential continued employment at Ohio State: That he followed the correct protocol in handling issues like this. If nothing else, Meyer's statement shows that he will fight to keep his job.

The statement:

✓@OSUCoachMeyer

4:22 PM - Aug 3, 2018

*Dear Buckeye Nation:*

*My heart is heavy today as I witness the toll that events of the past week have taken on the Buckeye Family and the university community that I love so dearly.*

*When I stand before the 105 young men in our football program and talk about the core values and doing the right thing and respecting women, it's not lip-service. I genuinely believe that we have an obligation to help develop the young men in our charge into positive change agents and that responsibility rests with me.*

*Over the past several days, I have been portrayed as being indifferent to domestic violence and as someone who did not take appropriate action, when warranted. While over the three decades of coaching I have learned to ignore how others define me, I do feel it necessary to share the truth with the Buckeye family.*

*Here is the truth: While at the University of Florida, and now at The Ohio State University, I have always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And I did so regarding the Zach Snith incident in 2015. I take that responsibility very seriously and any suggestion to the contrary is simply false.*

*The power of what I say and how I say it, especially regarding sensitive and serious domestic issues, has never been more evident than now. My words, whether in a reply to a reporter's question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate. Unfortunately, at Big Ten Media Days on July 24th, I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these sensitive personnel issues with the media, and I apologize for how I handled those questions.*

*I understand that there are more questions to be answered and I look forward to doing just that with the independent investigators retained by the university and I will cooperate fully with them. At the appropriate time, I will also address the questions and speculation in a public forum. But for now, out of respect for the ongoing inquiry, I will refrain at this time.*

*Please know that the truth is the ultimate power and I am confident I took the appropriate action. As I stated above, I deeply regret I have failed in my words. As the son of an amazing woman and the husband to another, and as a father of two incredible young women, those who know me best know the admiration and respect I have for all women. Our core values are just that — values that do not ever waver.*

*I ask that you continue to support the incredible coaches and student-athletes in our program, and I look forward to rejoining them soon.*

*Sincerely,*

*Urban*

— Reported from Columbus

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Hamrick: Fired OSU coach Smith had clean sheet before hired at MU

Grant Traylor

Huntington Herald-Dispatch

3 August 2018

HUNTINGTON - Marshall University Athletic Director Mike Hamrick said Thursday that at the time of his hire as a football assistant coach for the Thundering Herd in 2010, Zach Smith had nothing on his record to indicate a history of domestic violence.

Smith was fired as Ohio State University's wide receivers coach July 23 after a report from former ESPN reporter Brett McMurphy outlined an investigation into Smith's history of domestic violence.

McMurphy also secured an interview with Courtney Smith, Zach Smith's ex-wife and alleged victim in the domestic cases.

Courtney Smith outlined a history that dates back to an incident in 2009 while he was a graduate assistant at the University of Florida, which predated his hiring at Marshall as wide receivers coach on Jan. 4, 2010.

The circumstances surrounding the 2009 incident indicate Ohio State head coach Urban Meyer, then the head coach at Florida, and his wife Shelley knew of the incident and did not report it, which could be a direct violation of Title IX, which states that a college that receives federal funding might be held legally responsible when it knows about and ignores sexual harassment or assault in its programs or activities, and Ohio State's sexual misconduct policy, which outlines an employee's duty to report.

Meyer was placed on paid administrative leave Wednesday while an investigation is conducted into his knowledge of

the 2009 incident outlined by Courtney Smith to McMurphy.

"When he was hired at Marshall, no one was aware of anything that has surfaced here recently," Hamrick said. "Before we hire anybody in the athletic department, they have to go through the university's background check. If there would have been anything along those lines, that would've appeared. I can tell you that we've looked at it, and his background check showed nothing that would've given us any indication that there was any issue, which seems to appear today."

Hamrick said since the reports from McMurphy came out, Marshall officials have gone back to double-check the background check done on Smith and it revealed there was nothing indicating any incidents between him and his wife at the time of his hire.

"We've discussed it and we went back and checked the background check that we did in 2009," Hamrick said. "If we had seen any sign of this behavior, we would've never hired him as a coach. It never showed up on a background check."

The reason it never came to light on a background check is because no charges were ever filed in the case. The incident occurred following a function at Meyer's house on June 21, 2009, according to a Gainesville (Fla.) police report obtained by McMurphy.

However, charges were never filed by Courtney Smith, who said in an interview she was coerced by Earle Bruce, who was Zach Smith's grandfather, a mentor to Meyer and a successful former Ohio State head coach, and Hiram de Fries, Meyer's "life coach," to drop the charges.

"If he would've been (charged), that would've been on his record, which would've shown up on the background check," Hamrick said. "Therefore, we would've been aware of it."

Smith was hired at Marshall on Jan. 4, 2010, as part of Thundering Herd head coach Doc Holliday's first staff. He served in the capacity as wide receivers coach for one season and was hired by Steve Addazio - also a former Meyer assistant - at Temple University following the 2010 season.

Holliday knew of Smith because he worked with him at Florida on Meyer's staff from 2005-07. Smith joined Meyer's staff at Florida in 2004 as a quality control coach before being named as a graduate assistant with the Gators in 2007.

Following his time at Florida, Holliday joined the staff at West Virginia University and stayed in Morgantown for the 2008 and 2009 seasons prior to his hiring at Marshall and he wasn't in Gainesville, Florida, at the time of Smith's alleged incident there.

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Urban Meyer Tweets, and the Ohio State Football Crisis Takes a Turn

The widening scandal that may cost Buckeyes coach Urban Meyer his job shows how much the perception of wrongdoing in college sports has changed over the last decade.

Rachel Bachman and Ben Cohen

Wall Street Journal

3 August 2018

As a hastily convened Ohio State University panel formed to investigate him, embattled football coach Urban Meyer took to Twitter to change his story and fight to keep his job.

Meyer, one of the nation's winningest active football coaches, was placed on paid administrative leave this week as the school probes his response to allegations that his longtime assistant coach Zach Smith had exhibited a pattern of abusing his wife before he was fired last month.

At issue now is what Meyer knew, when he knew it and how he acted on such information.

Meyer said on July 24 that he was unaware until recently of an alleged domestic-abuse incident in 2015 involving Smith. In a tweet on Friday afternoon, two days after he was placed on leave, Meyer changed his story.

He wrote that he has "always followed proper reporting protocols and procedures when I have learned of an incident involving a student-athlete, coach or member of our staff by elevating the issues to the proper channels. And, I did so regarding the Zach Smith incident in 2015."



It's unclear when or to whom he relayed the allegations or why he continued to employ Smith for the next three years. Ohio State officials and a representative for Meyer did not immediately respond to requests for comment.

Meyer, who also wrote that he was "not adequately prepared to discuss these sensitive personnel issues with the media," apologized for his responses. He added: "Please know that the truth is the ultimate power and I am confident that I took appropriate action."

Urban Meyer

✓@OSUCoachMeyer

4:22 PM - Aug 3, 2018

1,688 1,688 Replies 9,670 9,670 Retweets 21,131 21,131 likes

The dramatic twists in Ohio State's widening crisis show how radically the perception of wrongdoing in college sports, and schools' reactions to allegations of violence, have changed. In less than a decade, sports fans have realized that college athletes getting free things isn't a big deal, but domestic violence and sexual assault are.

"Maybe coaches are being held accountable in a different way," said Bill Curry, a retired football coach who led teams at Alabama and Kentucky. "I know that females are much more likely to report these things and to understand that they've got a better chance of being heard than they've ever had in history. I think it's a wonderful thing."

It remains to be seen whether Meyer will coach another game at Ohio State, where he oversees a football program that says "honesty" and "treat women with respect" are two of its core values. The uncertainty itself is a remarkable sign of how an issue that has long been diminished or ignored by sports fans has stirred outrage even among some football diehards.

Zach Smith played for Urban Meyer and coached under him at the University of Florida before following him to Ohio State, and they were so close that Meyer and his wife, Shelley, helped counsel Smith and his ex-wife, Courtney, through her 2009 allegations of domestic violence.

But in 2015, another alleged incident prompted Courtney Smith to contact Shelley Meyer, who also works as an instructor in the nursing school, according to Ohio State's website.

Courtney Smith was granted a protective order against Zach Smith last month. Urban Meyer fired the assistant coach

on July 23.

Meyer told reporters at the Big Ten Conference's media day on July 24 that he "got a text late last night that something happened in 2015" and suggested that he'd been unaware of the 2015 allegations until then. "There was nothing—once again, there was nothing," he said. "I don't know who creates a story like that."

The security of Meyer's job going forward is likely to depend on whether university officials believe his 2015 actions were appropriate.

If he loses his job, it would be an extraordinary downfall for one of college football's most successful coaches, but it wouldn't be the first time it's happened at Ohio State.

Meyer was hired to coach Ohio State's football team to begin with because of another scandal.

The only reason the embattled Buckeyes coach was lured to Columbus in 2011 was that one of the sport's richest programs happened to be in trouble. After the NCAA determined that several football players had traded their own athletic gear and memorabilia for discounted tattoos, it didn't matter that then-coach Jim Tressel had won a national championship for Ohio State. He still lost his job in the fallout of what came to be known as "Tattoogate."

Meyer and Tressel were both powerful men at the pinnacle of their sport with multiple Big Ten Conference titles and national championships when they ran into their respective problems. There were aggravating circumstances in Tressel's case, too. He concealed the violations from university leaders.

But it's important to remember that college athletes receiving freebies was long treated as a high crime.

Tressel's initial punishment for his role in Tattoogate was a two-game suspension. The television pundit Skip Bayless was indignant: He believed it wasn't nearly enough of a penalty. "This is a joke to me," he roared. "Are you kidding? Two games?" A local newspaper columnist in Ohio likened Tressel's failure to inform the school of the tattoo situation to an act of violence: "He punched his university. In the nose. A sucker punch." The players involved pleaded forgiveness from Ohio State fans for having the audacity to sell items as sacred as their Big Ten championship rings. "I didn't mean to hurt anybody," Buckeyes quarterback Terrelle Pryor said at a somber news conference arranged by the school.

But since then, the notion of players sharing in the billions of dollars they help generate has gone from blasphemy to

something closer to common sense.

Polls taken by Seton Hall University only four years apart show how quickly public opinion has shifted when it comes to paying college athletes—or at least allowing them to profit off their particular talents. About 27% of Americans polled in 2011 believed college players should receive a salary. That number had increased to 38% by 2015.

The combination of grassroots support and building legal pressure has pushed the notoriously somnambulant NCAA to action.

Meanwhile, the public has treated allegations of domestic violence and sexual abuse less like a private debate of he-said, she-said and more like the crimes they are—especially after sprawling scandals in the past decade at sports powerhouses like Penn State University, Baylor University and Michigan State University.

Kathy Redmond, founder of the National Coalition Against Violent Athletes, who settled a Title IX suit with Nebraska after saying that a Cornhusker football player raped her during their freshman year in 1991, says attitudes have been changing slowly since several sexual- and domestic-assault scandals involving athletes in the 1990s and early 2000s.

The turning point in terms of the public attitude, Redmond said, was the 2014 release of a video that showed NFL star Ray Rice punching and knocking unconscious his fiancée in a casino elevator.

“That was a big game-changer because we saw it,” Redmond said. “I think prior to that, people heard about domestic violence, but they didn’t think much of it. When they saw the video, I think that changed people’s perspective.”

The Ohio State incident also had a victim, Courtney Smith, who knew her story would face scrutiny and preserved as much contemporaneous evidence as she could, Redmond said. That evidence included text message and graphic photographs that were part of college football reporter Brett McMurphy’s recent article that prompted the school’s response.

“She knew when you’re going up against an athletic department,” Redmond said, “you have to have an airtight story.”

—Brian Costa contributed to this article.

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Reporter admits he does not have direct evidence Meyer lied

Larry Brown

Larry Brown Sports

3 August 2018

If Ohio State decides to stand behind Urban Meyer following their investigation, this detail might be the deciding factor.

Brett McMurphy, the reporter who has been at the forefront in reporting the story that has led to Ohio State's investigation, joined his former employer, ESPN, for an interview on Wednesday night where he talked about his reporting.

"I got documents, texts, emails, photos, and basically it showed the wives of the entire coaching staff knew what had been going on. In these text message conversations it showed that Urban Meyer knew about this," McMurphy told ESPN's Scott Van Pelt.

Van Pelt then pressed McMurphy about his claim that the text messages show Meyer knew about the 2015 domestic assault allegations his former wide receivers coach Zach Smith was facing, a charge which the Buckeyes coach denied last week. McMurphy then acknowledged he did not have any direct evidence and that his assertions were based on what he believed the coach was likely to have known.

Brett McMurphy

✓@Brett\_McMurphy

Thanks to @notthefakeSVP for keeping me on this time. Last time I taped a segment, I got bumped from show <https://streamable.com/37bk6>

"I do not have any direct evidence — any text messages from Urban Meyer that says he knew about it," McMurphy said in response to Van Pelt. "But I have mounds of evidence that indicate that Urban Meyer would have known about this basically because of his relationship with his wife Shelley. (Meyer talked at media day) about how close they are, they share everything, he relies on her for everything, they've been married for 29 years ... I find it hard to believe that the same couple they counseled in 2009 — she has evidence, they completely ignore it, and Urban has no knowledge?"

And that is exactly where the questions come up.

McMurphy asserted in the opening paragraph of his investigative report that Meyer "knew in 2015 of domestic abuse allegations against a member of his coaching staff." McMurphy's report asserts that Meyer lied to the media about what he knew.

But McMurphy does not have direct proof of those accusations.

The biggest proof he provided that condemns Meyer is a quote from Zach Smith's ex-wife Courtney, who says that she confided in Shelley Meyer multiple times about what Zach was doing to her. The quote from Courtney is that Shelley said she would talk to Urban, along with Courtney's belief that Shelley did everything she could.

"Shelley said she was going to have to tell Urban," Courtney said. "I said: 'That's fine, you should tell Urban.' I know Shelley did everything she could."

The other proof provided came in the form of an alleged text message conversation between Lindsey Voltolini, the wife of a loyal Urban Meyer staff member, and Smith. Their conversation made it seem clear that Meyer and Zach Smith had talked about the allegations.

Here's the conversation, as reported by McMurphy:

Courtney: "(Zach's) trying to make me look crazy bc that's what Shelley is saying (he's doing)"

Lindsey: "He (Urban) just said he (Zach) denied everything"

Courtney: "I hope urban is smarter than that"

Lindsey: "He (Urban) doesn't know what to think"

Courtney: "I don't really care. Ya know"

Lindsey: "Yeah, don't worry about urb"

If Ohio State does not do any more digging in its investigation and bases things solely on the reporting of McMurphy, they could have an argument for keeping the coach.

They could choose to back Meyer and fall back on the argument that McMurphy does not have direct proof that Meyer lied. Based on McMurphy's evidence, if the standard of our criminal justice system were used, Meyer would be found not guilty because this falls short of surpassing the burden of reasonable doubt.

Ohio State could also decide that Meyer is likely guilty because he knew about the 2009 arrest at Florida, because he is very close with his wife and admits talking to her about things, because Courtney believed that Shelley had talked with her husband about it, and because the wives of the coaches thought it was an issue that had been discussed. They may decide that is enough to terminate him.

Ohio State could otherwise do more digging and perhaps uncover information that proves beyond a reasonable doubt that Meyer was lying, which would lead to his firing.

For now, Meyer has been placed on paid administrative leave as Ohio State investigates the matter. It's now up to Ohio State to decide what message they want to send.

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Florida coach Dan Mullen fields questions on discipline, guns and Urban Meyer

Garry Smits

Florida Times-Union

3 August 2018

GAINESVILLE -- Whatever expectations new University of Florida football coach Dan Mullen had about fielding football questions on the eve of the first preseason practice on Thursday instead turned into a forum on guns, gamblers, domestic abuse and the troubles 900 miles to the north involving his former boss, former UF coach and possibly soon to be ex-Ohio State football coach Urban Meyer.

Despite veering off into subjects no coach wants to discuss entering the preseason, Mullen patiently answered every question. His 45-minutes news conference at Ben Hill Griffin Stadium was broken down into 13 football questions and 17 unrelated to the Gators' 2018 fortunes.

The non-football questions included six about Meyer, who was placed on administrative leave on Wednesday by Ohio State in the wake of accusations he knew about an assistant coach's spousal abuse issues after claiming otherwise; and 11 about a controversial summer in which the names of 10 Gator players found their way onto police reports.

Only one of those players, incoming freshman Justin Watkins, was actually arrested for anything, and he quit the team last week before a likely sacking by Mullen because of four felony charges involving an assault on his girlfriend. The others have been involved in a dispute with a known gambler, Devonte Zachery, and his friends that nearly turned ugly on May 28 with a confrontation outside a UF dorm.

Zachery has since claimed he gave UF players discounts on rental cars where he worked. Later in the summer, sophomore Kadarius Toney was stopped while driving a car with an AR-15 assault rifle on the back seat, but was not cited since the gun was not illegally owned or concealed.



Mullen said he's aware of the issues and said suspensions may involve players sitting in the opening game of the season on Sept. 1 at home against Charleston Southern.

"We'll let you know if there will be suspensions," Mullen said. "Usually we'll do it on game day. I mean, not like two minutes before kickoff, but that morning we kind of let everybody know, hey, these are guys that are going to be suspended for any number of things."

Mullen said the school has investigated his players' dealings with Zachery and said NCAA compliance director Jamie McCloskey is aware of the rental car issue.

"Those things happen probably more often maybe than people even think they happen," Mullen said. "As soon as we hear about something, we go through the channels, we report it, and our compliance office immediately begins to look into situations to see what happened."

Mullen said he's talked to his players about the responsibility of being in a nationally-known football program.

"Being a football player here at the University of Florida, you're a high-profile person," he said. "It's kind of a neat deal. There also comes responsibility on the other side that people might be jealous or have something against you, and one of the things that we constantly tell them to do is ... when to walk away. Help each other out. If you see a teammate that you think is not making a good decision or possibly doing something they shouldn't be doing, as a team we stick together and get them on the right path."

Mullen said the issue of gun ownership for his players is a bit complicated. University rules prohibit students from being in possession of firearms on campus, but they can keep them locked in their vehicles.

"We live in a country where that's one of your rights," he said. "What we do is spend a lot of time ... to educate them on weapons, on having guns, and why would you have it, what's the purpose of having it. If you're going to have a gun, make sure you're properly trained in knowing how to use it. Is it a legal gun? Do you have a license? Are you qualified? And are you trained in using it?"

Mullen said he sent a text of support to Meyer on Wednesday night and said his family would be in his prayers.

"He and the family are very close to my family, so our prayers are with them as they go through all of this," he said.

The Gators did receive good news on Thursday when the NCAA cleared transfers Trevon Grimes (Ohio State) and Van Jefferson (Ole Miss) to play this season. Grimes can play immediately and Jefferson needs an SEC waiver, since he came from another conference school.

Mullen expects that to happen soon.

Jefferson caught 91 balls for 999 yards and four touchdowns in two seasons with Ole Miss. Grimes had three receptions for 20 yards in two games for Ohio State last season.

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Michael Arace | Defend Urban Meyer if you like, but if he knew about abuse he should be fired

Michael Arace

Columbus Dispatch

02 August 2018

A capable attorney representing Ohio State football coach Urban Meyer could tear through any case the university might make to fire him. Meyer just got bumped to \$7.6 million a year, so lawyering up shouldn't be a problem.

Meyer has been placed on paid administrative leave — often defined as “negotiating a buyout” — as the university investigates a domestic abuse case: One of Meyer's assistants, Zach Smith, is accused of physically and/or psychologically abusing his ex-wife. Did Meyer know about it, and if so, when?

A decent lawyer could hammer away at a number of angles. Is Meyer culpable for the actions of his assistant coaches? If his former assistant actually was abusive — accusations are plentiful, but no charges have been brought — is Meyer responsible to press a case? If Meyer's wife, Shelley, knew about any of this — and there is evidence to suggest that she did — is it her place to tell her husband? Is there evidence she did?

Courtney Smith says she is a victim of abuse. There is a raft of reports from the Powell police that chart her plight. She has produced photos showing abrasions on one of her arms and her neck, which she said showed that her husband jacked her up in a choke-hold. She has shared text messages with a veteran reporter, Brett McMurphy, that Courtney Smith said were sent to Shelley Meyer. The texts catalogue a plea for help. Courtney Smith talks about it on YouTube.

Considering that the assistant coach in question, Zach Smith, is a grandson of Earle Bruce — the late, great Ohio State football coach, mentor and friend to Urban Meyer and grandfather figure to everyone involved — this all makes for a juicy case.

A good lawyer could deflect on the Meyers' culpability. A good lawyer might say, "Where did Urban Meyer step outside the law? How is he responsible for another man's transgressions — a man who has not been charged with a crime? What is the evidence against him? Do we know that his wife ever told him anything?"

The nut of this whole disgusting affair is this:

There is a police report in which Courtney Smith accuses her husband of abuse, and the report dates to October 2015. There also is a request for a restraining order from that month and year. There is evidence to indicate that Shelley Meyer was aware of the allegations of abuse at that time. Courtney Smith is on the record about all of this.

A good lawyer can poke holes in the story. It happens all the time in domestic abuse cases, in which the victims are twisted into scapegoats.

Call me crazy, but I don't think Zach Smith is the victim here. I don't think Urban Meyer is the victim here. I don't think Shelley Meyer is, either.

Courtney Smith begged the Powell police. She has evidence she confided in Shelley Meyer in October 2015. She assumed Shelley was going to tell Urban. Why?

Courtney Smith said in an interview, "Shelley, she said she was going to have to tell Urban. I said, 'That's fine. You should tell him.' "

From this vantage point, it's hard to imagine that Shelley stayed mum. It's incredible to think that the first time Urban Meyer heard about this was last week, when he fired Zach Smith.

And if Urban Meyer did know, he spent nearly three years covering for a man accused of abusing his wife because ... why? To spare Earle Bruce? To protect the program?

A woman was in danger, and maybe her children.

If the investigation shows that Meyer knew about the abuse allegations and I were Ohio State president Michael Drake, I'd clean house.

I'd work my way through the Woody Hayes Athletic Center, where I'd give Urban Meyer a cardboard box and a security escort. And I'd keep going, looking also at the athletic director and his 30-plus executive associates, senior associates, associates and assistant athletic directors to determine what they knew and when they knew it.

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Zach Smith denies hitting his ex-wife, says he didn't tell Urban Meyer about 2015 incident

Bill Rabinowitz

Columbus Dispatch

3 August 2018

Fired Ohio State assistant football coach Zach Smith said Friday in a radio interview that he never physically harmed his ex-wife and that he didn't tell Buckeyes coach Urban Meyer at the time about the 2015 domestic abuse allegations.

Smith spoke publicly for the first time since his firing on July 23 about the allegations, the aftermath of which has put Meyer's job in jeopardy.

"I wasn't a great husband," Smith said on 105.7 The Zone. "We got divorced because of it. The only thing that needs to be cleared up is the fact there was never domestic abuse. I never hit her, never got arrested, never got charged. It got investigated twice and no charges came about because I didn't do anything physically to harm her."

Smith added that he and his ex-wife, Courtney, "had a volatile relationship. It was toxic and it needed to end. I've never committed domestic abuse against her; I had to defend myself sometimes, kind of restrain her."

Regarding photos that Courtney Smith released on Wednesday that showed bruises and abrasions, Zach Smith, "I don't where those pictures are from."

Smith said that Urban and Shelley Meyer counseled him and Courtney Smith in 2009 after an incident in which Zach Smith was arrested before charges were dropped. But in 2015, Smith said, his marriage was failing and he didn't want to burden the Ohio State coach about it.

"I felt it was my private life and didn't feel it was his problem to deal with because it was a marital problem I had," Smith said.

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Powell police refuse to release report involving Zach Smith

Dean Narciso

Columbus Dispatch

3 August 2018

Powell police are refusing to release records of a 2015 incident in which Zach Smith's then-wife accused him of assaulting her. Public-records experts say those files should be open to the public under Ohio law.

The investigation resulted in no charges against Smith, a former Ohio State University assistant football coach fired last month for a string of domestic-abuse allegations dating to 2009. However, the cover pages of the report taken Oct. 26, which were released, note injuries to Smith's wife, and that a kitchen knife, broken iPhone and two small USB drives were taken as evidence from Courtney Smith's home.

Powell Police Chief Gary Vest said he was forbidden from releasing more details on the case, including investigative notes, interviews, pictures or recordings, on the advice of attorney Ben Albrecht, who is representing the city in the matter.

According to Albrecht, an uncharged suspect, presumably Mr. Smith, cannot be identified, regardless of how long a case is open.

Further, all of the incident records are "inextricably intertwined" and would have a high probability of revealing Smith's identity.

Open-records experts argue that unless a case is being "actively investigated" it is considered closed, and that Mr. Smith already has been identified by city officials through other public records and in media reports.



"If they (police) haven't done anything in a couple of years, then they should release the case file," said Dennis Hetzel, executive director of the Ohio News Media Association. "It's obvious who the uncharged suspect is. I think it's kind of disingenuous on their part to withhold it."

Powell police incident and run reports show a history of arguments and abuse accusations involving Zach and Courtney Smith:

Oct. 21, 2015: Courtney Smith called the police because she believed she was being followed by a man in a silver Acura SUV. In the call, Courtney Smith mentioned issues she was having with her soon-to-be ex-husband.

Oct. 25, 2015: Courtney Smith told police that her husband wouldn't return their son to her "despite it being her time with their son." She explained she was going through a divorce. Courtney Smith also informed police that she had threatening text messages on her phone from Zach Smith. She told police she didn't want an officer responding to her house, but that she planned to stop by the station in the morning.

Oct. 26, 2015: Courtney Smith went to the Powell police station and said she wanted to file for a restraining order against Zach Smith. During that same visit, Courtney Smith told police she was involved in a domestic incident the night before and "that she has been a victim of sustained physical abuse by the suspect." Based on Courtney Smith's accounts, the police noted possible offenses of domestic violence and felonious assault against Zach Smith. He was never charged.

Nov. 9, 2015: Police responded to Courtney Smith's house, and an incident report indicates an offense of "menacing by stalking," which is a first-degree misdemeanor, was investigated.

Jan. 5, 2016: Courtney Smith was pulled over for speeding. While talking to police, she mentioned that she was having domestic issues with her ex-husband the same day.

Dec. 17, 2017: Courtney Smith called police to report that neighbors saw Zach Smith looking into the windows of her house and car. A neighbor said Zach Smith nearly hit a street sign as he left the house and that he may have been impaired. While on the scene, police informed Courtney Smith of how to file for a civil protection order.

Dec. 19, 2017: Police served Zach Smith a trespass warning.

Jan. 3: Zach Smith called police to report that he believed Courtney Smith was violating terms of their divorce by taking their kids out of Ohio without permission. He said he believed she was taking them to Florida on a vacation, "something he did not agree to, thus she was breaking the court order."

May 12: Courtney Smith called police to report Zach Smith had "cussed her out" in front of her son and also threatened her. Powell police charged Zach Smith with criminal trespassing.

July 11: Courtney Smith told police that Zach Smith had been "restlessly" stalking and harassing her, and she added that he had recently taken their children to Florida on vacation but wasn't forthcoming as to where they would be staying. Courtney Smith said this violated the terms of their divorce.

July 20: The Delaware County sheriff's office, alongside Powell police, served Zach Smith a civil protection order.

At minimum they could redact sensitive or identifying information and release the rest, said Hetzel.

Ohio State University has suspended head football coach Urban Meyer pending an investigation into what he knew about the alleged abuse. The inquiry likely will seek details of the Powell reports, said Mike Farrell, a Cleveland-based attorney who specializes in Ohio's open-records law.

If media attention forces the reopening of the case, it might then be exempt, he said.

And even without reopening, Powell could argue that the case never was closed.

"The government will almost never tell you that you're off the hook, even if you are," he said.

In an interview that aired Wednesday on the sports website Stadium, Mrs. Smith said her husband came to get her young son on Oct. 25, 2015, even though it wasn't Mr. Smith's turn for visitation. During a fight, she alleges, Mr. Smith grabbed her by the neck and threw her against a wall. Details of physical violence were not included in a Powell police incident run sheet, however. Mrs. Smith didn't want police at her home and waited until the next morning to file her report.

Chief Vest has said his officers met with officials from the Delaware County prosecutors office, which ruled there was insufficient evidence to file felony charges.

The city maintains the suspect "was investigated and believed to have committed an offense, but was not charged/arrested," according to Megan Canavan, city spokeswoman.

Delaware County Prosecutor Carol O'Brien said she didn't know why misdemeanor assault or other charges weren't filed. She said she was disturbed by recent news accounts that Mrs. Smith might have been urged to drop charges at the time or to back off the allegations.

"It bothers me whenever a victim can be manipulated by anyone," said O'Brien. "Any time you have a power imbalance — and yes, it's often a woman — it bothers me tremendously."

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**Sent:** 8/3/2018 3:49 PM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Urban Meyer says he mishandled his answer regarding Zach Smith allegations

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Urban Meyer says he mishandled his answer regarding Zach Smith allegations

Bill Rabinowitz

Columbus Dispatch

3 August 2018

Ohio State football coach Urban Meyer wrote on Twitter on Friday that he mishandled his answer last week during Big Ten media day about Zach Smith's 2015 domestic-abuse accusation and that he did act appropriately regarding it.

In an extended Twitter post, Meyer said that while at both Florida and Ohio State, he has always followed proper protocols and procedures when he's heard of incidents similar to the Smith matter.

"And, I did so regarding the Zach Smith incident in 2015," Meyer wrote. "I take that responsibility very seriously and any suggestion to the contrary is simply false."

Urban Meyer

✓@OSUCoachMeyer

4:22 PM - Aug 3, 2018

1,667 1,667 Replies 9,503 9,503 Retweets 20,658 20,658 likes

Twitter Ads info and privacy

He said that he understands the power of his words regarding domestic abuse has never been more evident than now,

a reference to the #MeToo movement.

"My words, whether in a reply to a reporter's question or in addressing a personnel issue, must be clear, compassionate and most of all, completely accurate," Meyer said. "Unfortunately, at Big Ten Media Days on July 24th, I failed on many of these fronts. My intention was not to say anything inaccurate or misleading. However, I was not adequately prepared to discuss these serious personnel issues with the media, and I apologize for the way I handled those questions."

Meyer is on paid administrative leave while a committee of six members — three from the OSU board of trustees and three outsiders — conducts an investigation of his actions or inactions regarding the Smith allegations.

Meyer said in Chicago that he knew of a 2009 incident involving Zach Smith and his now ex-wife, Courtney, but said he knew nothing about a 2015 incident. In his Twitter statement, Meyer did not say what actions he did take regarding the incident three years ago.

Meyer added that he understood that other questions would have to be answered and said he looked forward to doing that with the committee. He said he would address questions in a public forum "at the appropriate time."

"Please know that the truth is the ultimate power and I am confident that I took appropriate action," Meyer said. "As I stated above, I deeply regret if I have failed in my words. As the son of an amazing woman and the husband to another and, as the father of two incredible young women, those who know me best know the admiration and respect I have for all women. Our core values are just that — values that do not ever waver."

Meyer concluded by saying that he hoped the OSU community would support Buckeye coaches and players, who began preseason training camp on Friday, "and I look forward to rejoining them soon."

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**From:** "John Camiscioni" <giovc9320@att.net>  
**Sent:** 8/3/2018 1:50 PM  
**To:** "President Michael V. Drake" <drake.379@osu.edu>  
**CC:** "Smith, Eugene" <smith.5407@osu.edu>  
**Subject:** Coach Urban Meyer Investigation

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Sir,

We would like to remind you that the definition in Webster's dictionary of a coach is "one who instructs or trains players in the fundamentals of a competitive sport and directs team strategy". That is his sole function and purpose as coach of the Buckeyes. He is NOT a policeman, law enforcement agent, legal advisor, or marriage counsellor to his staff and/or players. His contract should reflect this and not include those obligations that are the duty of other professions.

We have always been very avid OSU football fans and, as such, believe that Coach Urban Meyer is a man of integrity and utmost honesty and a fine example of leadership. His knowledge or "alleged knowledge" of his assistant coach Zach Smith's personal home life activities has absolutely no bearing on his performance as head coach of the football team. We can not, nor should we, hold another person responsible for someone else's behavior. A coach has no control over what his players or staff do when they are not on the football field and, therefore, can not be held accountable for them.

If Coach Meyer is forced to resign or is fired over this, we will no longer be supporters of OSU and it's sports programs and hope he takes what legal recourse he can against the university.

Sincerely,

The Camiscioni Family

**From:** "CFAA" <247yfad@gmail.com>

**Sent:** 8/3/2018 9:19 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] College Football's Domestic Abuse Ignorance Started Well Before The Urban Meyer Fiasco

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College Football's Domestic Abuse Ignorance Started Well Before The Urban Meyer Fiasco

David Ching

Forbes.com

2 August 2018

College football has a domestic abuse problem.

Perhaps the Urban Meyer fiasco that is currently playing out at Ohio State will be the #MeToo moment that finally convinces those within the sport to take this stuff seriously. Apparently Baylor's appalling handling of sexual assault allegations – and the blowback against former coach Art Briles, athletic director Ian McCaw and university president Ken Starr – was not good enough.

Maybe it was easier to sweep allegations of violence against women under the rug in days gone by, but attempting to do so today can get you a well-deserved pink slip. That very well may be Meyer's fate in the coming days.

Unless you've been living under a rock for the last 24 hours, you are probably aware by now that Meyer's reputation has been permanently tarnished and that his tenure at Ohio State is in jeopardy over his handling of spousal abuse allegations against former assistant coach Zach Smith. In the wake of Brett McMurphy's Wednesday report about the situation, Ohio State placed Meyer on administrative leave – less than two days before the team was set to open preseason camp – while it investigates the allegations.

At issue is Meyer's claim that he was unaware of alleged instances of domestic violence committed by Smith in 2015, six years after he was arrested and accused of assaulting his pregnant then-wife Courtney Smith while working as a Meyer graduate assistant at Florida. Meyer was aware of the 2009 allegations but claims



they were not as severe as reported.

Meyer said he would have fired Smith well before he did so on July 23 if only he had known about the domestic violence allegations from 2015. However, McMurphy's report revealed texts from Meyer's wife, Shelley, to Courtney Smith that prove that, at a minimum, she knew of the incidents. Other texts McMurphy uncovered indicate that her husband knew as well.

It's important to mention that Zach Smith – the grandson of Meyer's mentor, former Buckeyes coach Earle Bruce – has never been charged with a domestic violence crime, which is part of what makes this such an interesting case study. What, exactly, is Meyer's contractual responsibility here? And what are his moral and legal responsibilities? Even if he lied to reporters when he denied knowledge of the 2015 incidents, it's not like he was under oath at the time.

Also, how might the timing at Meyer's university play into this situation? Ohio State is currently embroiled in its own Larry Nassar-style scandal, with former Buckeyes team doctor Richard Strauss accused of sexual abuse and university officials – including Rep. Jim Jordan, a former wrestling assistant coach – accused of turning a blind eye to abuse allegations. The Strauss scandal makes athletic director Gene Smith's handling of the Meyer case seem even more delicate.

Like so many victims of domestic abuse, Courtney Smith says she was swayed against pressing charges against her husband because of the damage it would do to his career. That scenario plays out repeatedly every year when college football players' girlfriends call the police over their boyfriends' physical abuse only to recant later, once emotions have cooled off and they decide not to hurt their boyfriends' careers further by pushing forward with charges.

In more than a decade as a college football reporter, I wrote about more of these kinds of situations than I care to recall. And those were just the incidents that made their way into a police report. The Bureau of Justice Statistics estimated last year that about 582,000 non-fatal domestic violence incidents go unreported every year, indicating that this is not just a football problem. But sports is a microcosm of society, and the sports world is certainly not immune to the issues regarding violence against women.

If you're a fan of a major college football program, chances are better than average that your team's coach deals with this issue on a semi-frequent basis. And when he does, he's typically all too willing to take the side of the player he recruited or the coach he hired. That's human nature when you have a personal relationship with the accused, not the accuser. When you throw in the pressure coaches face to win, that removes even more of their incentive to get to the bottom of what really happened.

It's disgusting, really, how often it seems to occur and how rarely anyone in the sport faces serious repercussions. Following so many of these he-said, she-said cases, the decisions seem to be less about doing the right thing than hiding behind a lack of legal action and doing whatever is most expedient for the football program.

Meyer's coaching career is littered with examples of exactly that type of thinking, not that he is in any way alone in that regard among members of his profession. He has just been shamelessly willing to moralize over the rationale behind letting awful behavior slide when the egregious acts were committed by someone from his inner circle.

But if he was lying about his knowledge of the Zach and Courtney Smith incidents, he picked an awful period in history to do so. In fact, it may be his Time's Up moment.

Ironically enough, if Meyer survives at Ohio State, his winning résumé – the result of a win-at-all-costs mentality that is far too accepting of terrible behavior – will have been his life preserver. If he were coming off consecutive 8-4 seasons, Ohio State would have skipped past the paid administrative leave phase of this debacle and gone directly to dismissal.

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**Sent:** 8/3/2018 9:19 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Faced With What Urban Meyer Knew, Ohio State Now Must Decide What It Wants to Believe

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Faced With What Urban Meyer Knew, Ohio State Now Must Decide What It Wants to Believe

Michael Rosenberg

Sports Illustrated

1 August 2018

"I would not want football to drive a line of cleavage in our university. Football is not worth that." — Woody Hayes

The price of college football has only gone up in the last half century, but we keep paying it. We love to pay it. We beg to pay it. They gleefully pay that price in Columbus, where Urban Meyer keeps doing what he has always done: win a ton of football games, and sell his version of the truth. Hey, it's a package deal. You pay for one, you get them both. You're welcome.

Well, Ohio State has a choice now. The choice is not—yet—whether to fire Meyer. It is whether Ohio State even cares about the truth, about the integrity of its coach and how Meyer handled domestic violence accusations against assistant coach Zach Smith. Does Ohio State care if Meyer has been honest about this? The overwhelming evidence is that he has not.

Go read veteran college football reporter Brett McMurphy's damning report. McMurphy makes a strong case that, despite denials, Meyer knew about a 2015 accusation against Smith, which led to Smith's wife Courtney getting a restraining order against him. There are text messages between Courtney Smith and Shelley Meyer, Urban's wife, that make it fairly clear that Shelley Meyer knew this was a severe situation.

And now the question that looms over The Ohio State Football ... er, The Ohio State University: Are

administrators willing to venture down a path that could lead to Meyer's firing? Or are they too scared of that possible endgame to even risk it?

If Meyer has a side to the story, he is entitled to tell it. But everything he has said so far makes it hard to believe anything he says from here. At last week's Big Ten media days, he minimized the 2009 accusation, effectively casting doubt on Courtney Smith: "What was reported wasn't actually what happened." Well, McMurphy reported Wednesday that, according to the police report, Smith "picked (Courtney) up, by grabbing her T-shirt and threw her against the bedroom wall." Who the hell is Urban Meyer to say that didn't happen?

Meyer also said, of the 2015 incident, that, "there was nothing ... I don't know who creates a story like that." He later modified that statement to say he learned of the 2015 incident just this month, when McMurphy started reporting on it. Meyer fired Smith after McMurphy's initial report. You would have to be extremely naïve to think Meyer did not learn of the 2015 incident until this month.

Look: Urban Meyer did not wake up one day and say, "Gee, if it helps our football team, I'm O.K. with domestic violence." This is not that simple. He just continually falls back on his unwavering belief in the righteousness of Urban Meyer. His recruits are good people because they are his. His coaches have the right values because they work for him. He is a lot like the thousands at Ohio State who revere him: He believes what he wants to believe about his program, because it's easier that way. (And there are thousands of fans like that at every major school.)

That attitude is what leads a coach to believe his assistant, instead of his assistant's accuser.

That attitude leads a coach to give somebody a "second chance," because what could help an abusive person more than working with the great Urban Meyer?

That attitude leads a coach to go on the offensive instead of undergoing self-examination. The honorable and decent thing for Meyer to do last week would be to say, "I am sickened by these stories, and while I was aware of accusations in the past, I did not fully appreciate their severity. That is entirely my fault. My heart goes out to Courtney Smith. I am questioning every way I handled this, from start to finish. I understand that other people will—and should—question me, too."

Of course, Urban Meyer did not win three national championships by questioning himself. He got there by convincing his players that, as he often says, "the system is infallible." What a shame if he believes that about himself. What a tragedy if Ohio State believes that about him.

Update: Urban Meyer has been placed on paid administrative leave until the conclusion of an Ohio State investigation into his handling of former receivers coach Zach Smith.

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**Sent:** 8/3/2018 9:18 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Urban Meyer Has Talked Himself Into a Corner With Help From His Own Principles

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Urban Meyer Has Talked Himself Into a Corner With Help From His Own Principles

Andy Staples

Sports Illustrated

1 August 2018

Urban Meyer has spent his career speaking in absolutes. You're a good guy or a bad guy. He wants those who break NCAA rules to lose their jobs. He wants everyone in his organization to live by a set of core values. When he got the job at Florida prior to the 2005 season, he got standing ovations from Tallahassee to Belle Glade when he announced his commandments. At Ohio State, he had them painted them on the wall at the Woody Hayes Athletic Center.

Core values one and two are at issue today as Meyer sits on paid administrative leave while Ohio State investigates what—and when—he knew about domestic violence accusations against former Buckeyes receivers coach Zach Smith. Was Meyer being honest when he said he didn't know about allegations that Smith wasn't treating his wife with respect? If Meyer wasn't telling the truth, what then? Does Meyer deserve to be fired? He said the coaches who keep a second phone to call recruits more than NCAA rules allow should be fired. Not reporting domestic abuse allegations against one of your employees even though your employer expressly requires such a report seems worse. If Meyer did that, he may have torpedoed one of the best coaching careers in college football because he could neither follow nor enforce his own allegedly sacrosanct rules.

This is the problem with speaking in absolutes. We don't yet know what Meyer knew. Nor do we know what he did if he knew. Life tends to happen in the gray areas. What Smith's ex-wife Courtney described to reporter Brett McMurphy about her marriage to Zach Smith sounds awful. The incident Meyer admitted he knew about—in 2009 in Gainesville, Fla., when Smith worked for Meyer at Florida—sounds worse when Smith tells McMurphy that longtime Meyer consigliere Hiram de Fries helped talk her into dropping an aggravated battery charge. So is Meyer a bad guy because text messages published by McMurphy between Meyer's wife and Courtney Smith and between the wife of Meyer's operations director and Courtney Smith

suggest Meyer knew about an accusation in 2015? Or is it more complicated? Smith wasn't arrested in that incident. Though Courtney Smith has called the police on her now ex-husband multiple times in Powell, Ohio, he hasn't been charged. Zach Smith changed his Twitter bio to read #NotMe, and Smith's attorney has maintained his innocence and claimed Smith will present evidence in family court that exonerates him. This case is messy and complicated, and the same Urban Meyer who wants opposing coaches fired for paying players probably would appreciate a little more nuanced look into things now that his job is on the line.

He isn't going to get one from the non-Buckeye public, though. Some coaches sell a caricature of themselves because the story plays well with recruits, with players, with parents and with their bosses. Joe Paterno sold himself as a humble teacher who didn't want to leave the game to the Jackie Sherrills and Barry Switzers. Hugh Freeze sold himself as a revival preacher. Meyer has projected an image of himself as one of the few who does things The Right Way, standing in staunch opposition to those who do it The Wrong Way.

There is a risk to being holier-than-thou, of course. Thou might be equally or more holy, and then where are you? Louisville coach Bobby Petrino never gets quoted talking about core values because we all have Google. Petrino also isn't going to get called a hypocrite. He's Bobby Petrino. What do you expect? Meyer, meanwhile, has sold a standard that few humans in charge of dozens of employees and 110 18- to 22-year-olds are capable of meeting once confronted with the messiness of daily human interaction. This is why fans of Meyer's rivals gleefully skewer him when he's forced to wade into the muck of actual events and his actions don't square with the mythology he's built.

Meyer has called the criticism of his Florida players' behavior "overblown," but it was fairly accurate. He took a number of character risks in order to field a winning team in Gainesville. Sometimes those paid off and at-risk young people got college degrees and the key to better lives—thanks in part to programs Meyer set up to help players be better prepared for life once they finished college. Sometimes they didn't and wound up stealing the credit card of their teammate's dead girlfriend. Meyer won two national titles but also wound up quitting twice because of medical conditions that certainly couldn't have been helped by the stress of wondering what the next phone call would bring.

At Ohio State, Meyer's team hasn't had nearly as many legal issues. He has expanded those life-after-football programs to help his players learn how to interview for jobs, how to manage finances and how to manage their mental health. These absolutely are good-guy actions, and they absolutely won't help Meyer if even one employee says he knew about Courtney Smith's accusation in 2015 and it turns out Meyer failed to file the proper report.

The assumption when anything like this happens is that the coach has so much clout that he's untouchable. It's certainly easy to look at Meyer's 73–8 record in Columbus and his three national titles (two at Florida, one at Ohio State) and guess that he'll skate through this. A lot of people assumed the same when Baylor hired an outside law firm to investigate its football program. But when Pepper Hamilton gave its report to



Baylor trustees, they fired coach Art Briles, who had taken the Bears from doormats to Big 12 champs. Ohio State fired Woody Hayes the day after he slugged a Clemson player during the Gator Bowl. Ohio State forced out Jim Tressel in 2011.

This is a school that has not been afraid to fire successful coaches, probably because the program has almost always been some version of good no matter who coaches it. Of course, if you want to be a conspiracy theorist, Hayes had lost three in a row to Michigan. Tressel was clobbering Michigan regularly, but he got caught lying to NCAA investigators. The NCAA's Committee on Infractions was going to hand down penalties that would make it difficult for Ohio State to continue employing him.

Meyer set a trap for himself last week at Big Ten media days in Chicago. He was supposed to stay on the script and explain that Smith had been fired and that he was aware of Smith's arrest in 2009. Meyer went off script when he addressed the 2015 incident, which McMurphy had reported on the night before. (About an hour after that report, Smith was fired.) "I got a text late last night that something happened in 2015," Meyer said last week. "There was nothing. Unless... Once again, there's nothing. Once again, I don't know who creates a story like that."

There was something. Powell police confirmed the existence of the incident report minutes after Meyer made that statement. But there also was no arrest, either. Had Meyer framed his statement as if he heard about an accusation in 2015 but didn't find it credible, he might have a logical explanation now. But he framed it as if he only heard about the accusation last week. Now Courtney Smith has offered some fairly plausible claims that Meyer knew, and the only way Meyer can prove he didn't is by convincing his bosses that the soulmate who tells him everything neglected to tell him about this. Meyer apparently thought he could will an end to the questions last week with an easily debunked accusation of fabrication. In the end, he only invited more questions. Some answers came Wednesday. More will come during the investigation.

Will this cost Meyer his job? We won't know until Ohio State's inquiry is done. Will it change the way Meyer is viewed forever? Depends on who you're asking. The Tennessee and Michigan fans never liked him much anyway.

Meyer made part of this problem for himself by building a universe of absolutes around his coaching persona. If Courtney Smith is telling the truth, then Meyer didn't stay true to his own core values. Meyer compounded his troubles by saying there was nothing when he didn't have to say anything at all. I know who creates a story like that. I just can't figure out why.

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**Sent:** 8/3/2018 9:14 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Jay Paterno to Ohio State about Urban Meyer: 'Stand up to mob mentality'

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Jay Paterno to Ohio State about Urban Meyer: 'Stand up to mob mentality'

Mark Heim

Al.com

2 August 2018

There are plenty of opinions across the country about Ohio State placing Urban Meyer on paid administrative leave following a report he misrepresented when he knew of domestic abuse allegations levied against a recently fired assistant coach.

Among those voicing their opinion is former Penn State assistant and son of the late Joe Paterno, Jay Paterno.

As you recall, Joe Paterno was fired from Penn State amidst the Jerry Sandusky scandal.

Jay Paterno penned the post "Due Process & Rule of Law for Urban Meyer" on his website.

In it, he "implore(s) the Board at Ohio State to stand up to the mob mentality" when deciding the fate of Meyer.

"We should wait for facts," wrote Paterno, a member of Penn State's Board of Trustees since 2017. "We should drive a stake in the ground to defend due process. We should shed our implicit bias against people we dislike being accused. We should have courage to stand against the virtual mob gathering for a virtual lynching before we know the facts."

Ohio State is investigating claims that Meyer's wife knew about 2015 allegations of abuse against former Buckeyes assistant Zach Smith, who was fired last week. Meyer told reporters last week that he didn't know about the 2015 allegations until just before Smith was fired.

The university canceled a media availability set for the opening of preseason practice on Friday.

Sandusky is serving 30 to 60 years in prison for his conviction on 45 counts of sexual abuse, which came to light in 2011 but had apparently been going on for decades.

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**Sent:** 8/3/2018 9:38 AM  
**To:** "Ohio State News Digest" <newsdigest@lists.osu.edu>  
**CC:**  
**Subject:** [Newsdigest] Ohio State Electronic News Digest for Aug. 3, 2018

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# Ohio State News

**The Ohio State University Electronic News Digest**, a compilation of news stories about Ohio State and higher education issues, is a service of The Office of University Communications.

To read complete articles, use the web link (some links may require registration), or email [murray-goedde.1@osu.edu](mailto:murray-goedde.1@osu.edu) to obtain the full text of the article.

**August 3, 2018**

## **OHIO STATE UNIVERSITY**

### **Ohio State Trustees Appoint Panel To Lead Urban Meyer Investigation**

*Associated Press*

August 3, 2018

Ohio State trustees have appointed a special committee to investigate coach Urban Meyer's handling of a fired assistant coach's domestic abuse allegations.

The university released a statement Thursday night announcing the formation of the six-member "independent board working group."

"This group includes current trustees Alex Fischer, Janet Porter and Alex Shumate. Also on the panel are former Ohio House Speaker Jo Ann Davidson, former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart," read a statement from Ohio State spokesperson Chris Davey.

<http://radio.wosu.org/post/ohio-state-trustees-appoint-panel-lead-urban-meyer-investigation>

**ALSO:** The Columbus Dispatch: **Editorial: Swift action is necessary in Urban Meyer investigation**

<http://www.dispatch.com/opinion/20180803/editorial-swift-action-is-necessary-in-urban-meyer-investigation>

**ALSO:** CNN: **Another scandal at Ohio State University**

<https://www.cnn.com/2018/08/02/us/ohio-state-university-scandals/index.html>

**ALSO:** The Columbus Dispatch: **Ohio State's actions must match message in domestic violence, experts say**

<http://www.dispatch.com/news/20180802/ohio-states-actions-must-match-message-in-domestic-violence-experts-say>

**ALSO:** Cleveland.com: **The new clause in Urban Meyer's contract that might matter now**

[https://www.cleveland.com/osu/2018/08/the\\_new\\_clause\\_in\\_urban\\_meyers.html](https://www.cleveland.com/osu/2018/08/the_new_clause_in_urban_meyers.html)

**ALSO:** WSYX-TV: **Media closed out of practice as players arrive for first day of camp**

<https://abc6onyourside.com/news/local/media-closed-out-of-practice-as-players-arrive-for-first-day-of-camp>

**ALSO:** WBNS-TV: **Police records show 3 years of domestic dispute reports filed by Zach Smith's ex-wife**

<https://www.10tv.com/article/police-records-show-3-years-domestic-dispute-reports-filed-zach-smiths-ex-wife>

**ALSO:** WCMH-TV: **What does Meyer's suspension mean for his charity efforts?**

<https://www.nbc4i.com/news/local-news/what-does-meyer-s-suspension-mean-for-his-charity-efforts-/1342302962>

**ALSO:** WCMH-TV: **Lawyer weighs in on Meyer's reporting responsibilities**

<https://www.nbc4i.com/news/local-news/lawyer-weighs-in-on-meyer-s-reporting-responsibilities/1343214718>



**ALSO: WSYX-TV: Three PR "fires" burning for OSU; how will the university handle them?**

<https://abc6onyourside.com/news/local/three-pr-fires-burning-for-osu-how-will-the-university-handle-them>

**ALSO: The Columbus Dispatch: Many Buckeye fans jump to Meyer's defense on Facebook, Twitter**

<http://www.dispatch.com/news/20180802/many-buckeye-fans-jump-to-meyers-defense-on-facebook-twitter>

### **Bob Evans removes Urban Meyer from its website, 'suspends' partnership**

*Business First*

August 2, 2018

Days after New Albany-based [Bob Evans](#) Restaurants announced that [Urban Meyer](#) was the chain's "head breakfast coach," the chain has removed the Ohio State University football coach from [its website](#).

<https://www.bizjournals.com/columbus/news/2018/08/02/bob-evans-removes-urban-meyer-from-its-website.html>

### **'It Can Happen Even to Guys': Ohio State Wrestlers Detail Abuse, Saying #UsToo**

*The New York Times*

August 2, 2018

Nick Nutter, an All-American heavyweight wrestler at Ohio State turned professional martial arts fighter, sat watching the television last January as one by one, the young women, former gymnasts — some of them Olympians — took the stand in a courtroom in Michigan, and in wrenching testimony, detailed how their team doctor, Lawrence G. Nassar, had used his power to sexually abuse them.

<https://www.nytimes.com/2018/08/02/us/politics/ohio-state-wrestlers-abuse-me-too.html>

### **Ohio State accuser: Retired wrestling coach asked me to support Jim Jordan**

*CNN*

August 2, 2018

A former Ohio State University wrestler told CNN that retired head wrestling coach Russ Hellickson asked him to support Rep. Jim Jordan of Ohio, one day after the ex-athlete publicly accused Jordan of knowing about sexual abuse at the university while he served as the team's assistant coach.

<https://us.cnn.com/2018/08/02/us/ohio-state-jim-jordan/index.html>

### **Diver accuses Ohio State, diving community of corrupt culture**

*WBNS-TV*

August 2, 2018

Estee Pryor says she doesn't play games.

And in recent weeks, the former Ohio State dive club athlete says she hasn't returned many text messages or well wishes from people who have reached out to her since she filed a federal lawsuit alleging that she was groomed and sexually coerced by her former assistant dive coach, Will Bohonyi.

<https://www.10tv.com/article/diver-accuses-ohio-state-diving-community-corrupt-culture>

### **Ohio State Mansfield receives \$1.38 million donation for library**

*Richland Source*

August 3, 2018

The Ohio State University at Mansfield recently received the largest donation in its history: \$1.38 million. The estate gift was given to Ohio State Mansfield anonymously in support of the Bromfield Library and Information Commons on campus.

"The money was donated to create the Matthew and Frank Hannah Library Fund," said Mansfield Campus Dean and Director Norman Jones.

[http://www.richlandsource.com/education/ohio-state-mansfield-receives-million-donation-for-library/article\\_532dc5ae-965d-11e8-ba55-d751a42959fc.html](http://www.richlandsource.com/education/ohio-state-mansfield-receives-million-donation-for-library/article_532dc5ae-965d-11e8-ba55-d751a42959fc.html)

## **OHIO STATE EXPERTS**

### **Apple's \$1 Trillion Milestone Reflects Rise of Powerful Megacompanies**

*The New York Times*

August 3, 2018



**Featured expert:** Rene Stulz, Everett D. Reese Chair of Banking and Monetary Economics and the Director of the Dice Center for Research in Financial Economics

<https://www.nytimes.com/2018/08/02/business/apple-trillion.html>

### **The Finance 202: Trump tariffs could drive U.S. factories overseas**

*Washington Post*

August 2, 2018

**Featured expert:** Ned Hill, professor of public affairs

[https://www.washingtonpost.com/news/powerpost/paloma/the-finance-202/2018/08/02/the-finance-202-trump-tariffs-could-drive-u-s-factories-overseas/5b61e33f1b326b0207955ea7/?utm\\_term=.0f41bb7530b0](https://www.washingtonpost.com/news/powerpost/paloma/the-finance-202/2018/08/02/the-finance-202-trump-tariffs-could-drive-u-s-factories-overseas/5b61e33f1b326b0207955ea7/?utm_term=.0f41bb7530b0)

### **AP FACT CHECK: Fed gov't overstates claims of auto safety**

*Associated Press*

August 2, 2018

**Featured expert:** Giorgio Rizzoni, professor of engineering and director of the Center for Automotive Research

[https://pilotonline.com/business/consumer/article\\_765e3ea1-f0c1-5665-81e9-7077c7940091.html](https://pilotonline.com/business/consumer/article_765e3ea1-f0c1-5665-81e9-7077c7940091.html)

### **Paying Parents to Read to Their Children Boosts Literacy Skills**

*HealthNewsDigest.com*

August 3, 2018

**Featured expert:** Laura Justice, study lead author and professor of educational psychology

[http://www.healthnewsdigest.com/news/Education\\_390/Paying-Parents-to-Read-to-Their-Children-Boosts-Literacy-Skills.shtml](http://www.healthnewsdigest.com/news/Education_390/Paying-Parents-to-Read-to-Their-Children-Boosts-Literacy-Skills.shtml)

### **Trump's visit turns special election into referendum on him**

*Record Courier*

August 3, 2018

**Featured expert:** Herb Asher, professor of political science

<http://www.record-courier.com/article/20180801/NEWS/308019755>

### **Chipotle Sued After More Than 500 Sickened In Powell**

*WOSU*

August 1, 2018

**Featured expert:** Ahmed Yousef, professor of food science

<http://radio.wosu.org/post/chipotle-sued-after-more-500-sickened-powell#stream/0>

## **HIGHER EDUCATION - OHIO**

### **University of Akron and International Institute Train Attorneys For Immigration Cases**

*WOSU*

August 1, 2018

The [University of Akron's law school](#) put on a training for attorneys Wednesday who may be interested in pro bono work navigating the [complex web of deportation hearings](#).

Organizers of the training said attorneys want to learn more about immigration law given the large-scale raids that have happened in Northeast Ohio this year.

<http://radio.wosu.org/post/university-akron-and-international-institute-train-attorneys-immigration-cases#stream/0>

### **UT goes green with Lime electric scooters**

*Toledo Blade*

August 3, 2018

University of Toledo students will have a new means of transportation to travel to class this fall.

On campus will be 125 electric scooters as an alternative transportation service for UT students, faculty, and staff.

<http://www.toledoblade.com/Education/2018/08/02/University-of-Toledo-goes-green-with-Lime-electric->

## HIGHER EDUCATION - NATIONAL

### Colleges and Universities Woo Once-Overlooked Transfer Students

*The New York Times*

August 3, 2018

Transfer students — whose challenges have often been ignored in higher education — are feeling a surge in popularity as colleges and universities are increasingly wooing them.

"This was a group that was always taken for granted," said Todd Rinehart, vice chancellor for enrollment at the University of Denver.

But last month, the [University of California system](#) announced that it has accepted more transfer students than ever before.

<https://www.nytimes.com/2018/08/02/education/learning/transfer-students-colleges-universities.html?hpw&rref=education&action=click&pgtype=Homepage&module=well-region&region=bottom-well&WT.nav=bottom-well>

### Hey, Alexa, Should We Bring Virtual Assistants to Campus? These Colleges Gave Them a Shot

*Chronicle of Higher Education*

August 3, 2018

Research universities are squeezing an extra roommate into residence halls: Amazon's Alexa.

The Georgia Institute of Technology, Northeastern University, and Arizona State University last year provided students with Echo Dots, puck-shaped, voice-activated devices programmed to answer campus-specific questions about meal plans and business hours for campus buildings.

<https://www.chronicle.com/article/Hey-Alexa-Should-We-Bring/244129?cid=wcontentlist>

### Michigan football saw Paris. The donor's family scored, too.

*Detroit Free Press*

August 3, 2018

The wealthy family who helped bankroll the University of Michigan football team's recent overseas trip has received more than \$100 million in investments from the university, according to a review of hundreds of U-M records.

U-M's endowment has invested a total of \$102 million in four private equity funds run by the son of U-M alumnus and mega-donor [Donald Graham](#).

<https://www.freep.com/story/sports/college/university-michigan/2018/08/03/harbaugh-michigan-football-donor-trip/656874002/>

### Their Students Died at Frat Parties. Now These Presidents Are Trying to Make Sure That Never Happens Again.

*Chronicle of Higher Education*

August 3, 2018

In April, three prominent college presidents sat before an audience in Chicago of dozens of campus officials. They were there to talk about their experiences as leaders during one of the most tragic campus crises imaginable: when a student dies at a fraternity party.

<https://www.chronicle.com/article/Their-Students-Died-at-Frat/244130?cid=wcontentlist>



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Off the field issues dominate Mullen's press conference

Jacquie Franciulli

GatorsTerritory.com

3 August 2018

GAINESVILLE, Fla.— Florida football begins its first fall camp under Dan Mullen and his staff on Friday, however, Thursday's press conference was dominated by a few off the field storylines including the allegations that former Gators head coach and current Ohio State head coach Urban Meyer, had knowledge of domestic abuse allegations against former Buckeyes wide receivers coach Zach Smith.

"I sent him a text last night just saying he and the family were in our prayers because I know we've been very close," said Mullen after he was asked about the situation around his former head coach.

"I haven't gotten to see a lot or research much. I've just seen a couple of the headlines here and there because we're getting ready for training camp right now. But I know -- he and the family are very close to my family, so our prayers are with them as they go through all of this."

Although the situation surrounding Meyer does not relate to this Gators team, Florida did receive some negative headlines itself this past week.

First, freshman cornerback Justin Watkins was dismissed from the program after being arrested and charged with battery after an altercation with a woman.

A few days later news broke that a few players were in an altercation with a local man that resulted in the cops being called to campus - after the verbal argument led to players brandishing airsoft guns, rocks, and a frying pan.



Then news came out that Gators wide receiver Kadarius Toney was involved in a traffic stop that saw Gainesville police officers find a loaded AR-15 in Toney's back seat.

Safe to say the headlines were not kind to Mullen's Gators.

"He asked us if we wanted our brand to be like Michael Jordan or if we want to be some thug," said wide receiver Freddie Swain about the team meeting called following these events.

To be fair, apart from the situation surrounding Watkins, no Florida player has been charged with a crime - that is something that should be stressed. However, that does not mean the Florida head coach is not using this as a teachable moment for his players.

"One of the things we deal with as a head coach is trying to help young men make good decisions. That's a never-ending process," Mullen explained during his press conference on media day. "Part of our job is not just to coach football but to help educate them and teach them how to make good decisions in life. So that never ends for us."

Toney told police he needed the weapon because he felt threatened by locals.

"I think one thing they have to understand, being a football player here at the University of Florida, you're a high-profile person. People know who you are as you walk around," said Mullen. "There's a lot of benefits to that, and there's -- it's kind of a neat deal when you get to walk around and everyone -- you have a great game, great game, and people know who you are, a little bit of celebrity status. That's fun for kids."

"There also comes responsibility on the other side that people might be jealous or have something against you, and one of the things that we constantly tell them to do is, again, how to make good decisions, how to deal with those situations."

According to Mullen, the university is looking into the incident revolving several football players and Devante Zachery, a described as an alleged local gambler who goes by "Tay Bang." Zachery filed a police report with Gainesville and the confrontation that happened on May 28 in front of Keys Residence.

"That's something we'd look into right there," said Mullen about Zachery's reputation as a gambler. "I'll be honest with you; they just made sports gambling legal across America, so there's obviously a lot of gamblers in the United States of

America. There might be a bunch in this room right here, and I'm associating with you today.

"In terms of that, again, that would be something we'd investigate or look into and the severity of it, but you know, we're always concerned for our players of who they associate with in every aspect of their life."

Although the first report seemed to focus much on that May confrontation, Zachery also told police that he had a good relationship with both tight end C'yontai Lewis and linebacker Vosean Joseph and often would give them discounts on Enterprise rental cars.

This could be a headache for the Gators because if it is proven that these benefits and discounts were only given because the duo were football players at Florida then it goes against NCAA rules.

"Any time we hear -- no matter who a source is or credibility of sources even, any time we hear any of those things, we look into all of that," said Mullen Mullen about investigating the allegations. "You know, Jamie McCloskey does a great job, our compliance department, our administration does a great job. Those things happen probably more often maybe than people even think they happen. As soon as we hear about something, we go through the channels, we report it, and our compliance office immediately begins to look into situations to see what happened."

As far as suspensions, Mullen says they are looking at each case individually and separately.

"A lot of times law enforcement takes care of it and the legal process takes care of it. A lot of times the university takes care of it, and there's some things that we take care of, and when we take care of it, some are public, some are private, but it's something we take very, very seriously, the discipline within the program," he said.

If Mullen decides to suspend a few players for their part in the above situations, he says they will be announced on game day.

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Unlike Meyer, Mullen must demand discipline

Mike Bianchi

Orlando Sentinel

3 August 2018

GAINESVILLE — There is no doubt, Dan Mullen is where he is today as the head football coach of the Florida Gators because of the reputation he built a decade ago as an offensive coordinator at UF under the great Urban Meyer.

But in today's college football world, if Mullen wants to survive at UF, he must do things much differently than Meyer did back when he was raking in national titles for the Gators while simultaneously sweeping player transgressions under the rug.

It seemed almost symbolic on Thursday that Mullen presided over his first official Media Day as new head coach of the Gators by spending most of his time fielding questions about his defamed former boss and even more questions about discipline issues on his maligned current team.

It was almost as if the gridiron gods were sending Mullen a cryptic message that now, more than ever, he needs to separate himself from Urban's way. Sadly, what do all of Meyer's championship rings and trophies really mean if he loses his job and ruins his legacy? In one of the most shocking developments in recent college football history, Meyer has been put on administrative leave by Ohio State while the school investigates whether to fire him for allegedly covering up allegations of domestic violence against recently fired assistant coach Zach Smith.

"As coaches, it's tough when anybody you're close to is going through a difficult situation," Mullen said of Meyer. "When you're dealing with the situation Urban is dealing with, it's always hard and you always keep them in your prayers. You hope things work out the best for them because these are people that have an influence on you throughout your life."

Hopefully, Mullen will learn from Meyer's mistakes and not bury his head in the muck and mire of the Swamp when dealing with discipline issues involving his players (and coaches). Certainly, he deserves a chance to establish his own reputation as a disciplinarian, but I have to admit it was a bit disconcerting listening to him on Media Day discuss nine players who were involved in an altercation on UF's campus over the summer.

The altercation involved a Gainesville man nicknamed "Tay Bang" who became disgruntled with a group of UF players because he apparently lost money betting on the Gators last year. Tensions escalated during a confrontation on campus when two Gators brandished Airsoft guns resembling assault rifles.

Even more troubling is that one of the players, sophomore receiver Kadarius Toney, was stopped while driving his car later in the summer with a real AR-15 assault rifle on the back seat. Toney was not arrested because the gun was not illegally owned or concealed but chillingly told police he needed the weapon for protection from locals in Gainesville.

When Mullen was asked Thursday about Toney having an assault rifle in his car, he gave a long, thoughtful answer about taking a "deep dive into the player's background, where you're from, where you've grown up, what your neighborhood was like, what you've been exposed to in life, ... Why do you say that, why do you think that, is there a reality in that?"

Wrong answer, coach Mullen.

Here's how he should have answered the question: "From this point forward, my players will no longer be permitted to possess assault rifles — period!!!"

Mullen also gave a strange and confusing answer about his policy on players possessing guns.

"I have a no-weapons policy, but I think it's not like you're not allowed to have a gun. I mean, we live in a country where that's one of your rights."

When I tried to get him to clarify about having a "no-weapons policy" that actually allows players to have weapons, he replied, "We have a no-weapons policy, and it's a no-weapons policy in certain situations of how to be educated to not have it."

Huh?

Ron Zook himself couldn't have made it any clearer.

Again, wrong answer, coach Mullen.

Here's how he should have answered: "Unless our players are out in the woods deer-hunting, they are not to be in possession of a gun. Especially since university rules prohibit students from being in possession of firearms on campus (unless they are locked in your vehicle)."

Sometimes, it seems, Mullen's gift of gab turns out to be a curse. But you have to give him credit for answering every tough question on Thursday in an attentive, elaborating manner and mostly with a smile on his face. In this sense, he is the antithesis of Meyer, who would have spent the entire press conference steely-eyed and evasive; lying and denying.

It should also be noted that Mullen booted star recruit Justin Watkins off the team last week after he was arrested on two felony counts of physically assaulting his girlfriend. Back in the day, Meyer would have kept Watkins on the team until Huntley Johnson, the vaunted local attorney for Gator football players, got him cleared of all charges.

"We had a meeting with coach Mullen and he was talking about building your brand," center T.J. McCoy says. "The most important thing he was saying is, 'Hey, do you want your brand to be like Michael Jordan's brand, which we're wearing now, or do you want to be some thug on the street?' "

Dan Mullen may have come from the Urban Meyer coaching tree, but here's hoping he realizes it's time to branch out on his own and coach character, not characters.

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Ohio State announces group that will direct Urban Meyer investigation

Edward Aschoff

ESPN

3 August 2018

COLUMBUS, Ohio – On the eve of Ohio State's first fall practice of the year and with the future of its coach unclear, the school announced Thursday night that a special, independent six-person group will direct the investigation into Urban Meyer.

The group will be comprised of three current members of the board of trustees (Alex Fischer, Janet Porter and Alex Shumate), as well as three people not associated with the university (former Ohio House Speaker Jo Ann Davidson, former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart). It will work in conjunction with the university's office of compliance and integrity to investigate Meyer.

"The special working group will direct the work of the investigative team and be available to provide consultation and advice and assist with communication to the full board on the matter," Ohio State said in a statement.

While Ohio State's brass locks in on Meyer and his future, the Buckeyes football team is moving on in the immediate future without him.

As is customary, players joined together for their final summer dinner Thursday night before fall camp begins.

Dressed head to toe in the school's signature scarlet and gray, they flooded the Fawcett Event Center in waves Thursday evening before setting off for the final team meetings.



The night is usually devoted to the program's tradition of officially handing the team over from the strength and conditioning staff to the head coach.

But whether Ryan Day, who is the team's acting head coach during the investigation into Meyer, was officially handed those metaphorical keys is unknown.

Meyer was put on paid administrative leave Wednesday, as the school announced it was investigating Courtney Smith's claims that several people close to Meyer knew of a 2015 allegation of domestic violence against her ex-husband, former Ohio State assistant coach Zach Smith, who was fired in July.

Day, formerly the offensive coordinator, was one of the last people to leave the Fawcett Center and was surrounded by other coaches and a police officer as he got into a black SUV waiting near the building's entrance.

Neither Day nor any other coaches or players spoke to or were made available to speak with a small group of media members waiting outside, but the message was clear that the Buckeyes will enter Friday's practice banded together.

"We are focused on supporting our players and on getting to the truth as expeditiously as possible," the school said in a statement.

The mood of the team won't be fully known anytime soon, as the school also announced Thursday that players and coaches won't be made available to the media Friday or this weekend. The school said it anticipates "providing an update on availability Monday," but a team spokesman told ESPN that no players or coaches are expected to speak Monday, either.

However, as players hopped into their cars Thursday evening, most seemed to be in good spirits. Some laughed with one another. A few even showed off some dance moves in the giant parking lot below the Fawcett Center.

The plan for now is to walk together into the unknown.

Meyer's future hangs in the balance with an investigation into his knowledge and handling of Courtney Smith's allegations of domestic violence by Zach Smith. Courtney Smith told college football reporter Brett McMurphy her allegations in a story posted Wednesday on his Facebook page.

"All the [coaches'] wives knew," Smith told McMurphy. "They all did. Every single one."

Smith told Stadium, a multiplatform sports network, that she believes Meyer also knew at the time.

"I do believe he knew, and instead he chose to help the abuser and enable the abuser and believe whatever story Zach was telling everybody," Smith said.

At Big Ten media days last week, Meyer acknowledged that he had been aware of a 2009 domestic abuse incident involving the couple in Gainesville while he was the head coach at Florida and Zach Smith was a graduate assistant. Meyer said he and his wife counseled the couple and allowed Smith to remain on his staff.

However, he denied knowing that Courtney Smith had accused Zach Smith of domestic violence in 2015.

Courtney Smith told McMurphy that Shelley Meyer knew about the 2009 and 2015 allegations and that they often discussed Zach Smith's abuse of her, including sharing pictures.

"Shelley said she was going to have to tell Urban," Courtney Smith said. "I said: 'That's fine. You should tell Urban.' I know Shelley did everything she could."

In the Stadium interview, Courtney Smith said Shelley Meyer never confirmed that she told her husband about the abuse.

While Urban Meyer's future with Ohio State remains in limbo, Zach Smith received an update in his legal situation Thursday.

After an Ohio judge issued a protection order in late July prohibiting Zach Smith from contacting Courtney Smith, a hearing to discuss the merits of her complaint was scheduled for Friday morning. That hearing has been moved to Sept. 14.

Zach Smith also is scheduled to appear in court on Aug. 22 for a hearing associated with the criminal trespassing charge that initiated the events that ultimately led to his dismissal from the football program.

ESPN's Dan Murphy contributed to this report.

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Urban Meyer timeline: What led Ohio State to put him on administrative leave

Marcus Hartman

Dayton Daily News

3 August 2018

COLUMBUS — The college football world was rocked Wednesday by a report Ohio State football coach Urban Meyer knew more about alleged domestic violence committed by one of his assistant coaches than he has previously admitted.

By the time the day ended, Ohio State had put its football coach on paid administrative leave pending further investigation.

UPDATE: Thursday, the university's board of trustees formed a special, independent board working group related to the investigation. This group includes current trustees Alex Fischer, Janet Porter and Alex Shumate. Also on the panel are former Ohio House Speaker Jo Ann Davidson, former acting U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart.

The special working group will direct the work of the investigative team and be available to provide consultation and advice and assist with communication to the full board on the matter.

Here is what you need to know to get caught up on the story:

1. The story originates from an incident in 2009 between a Meyer protege and his then-girlfriend.

Zach Smith, a former Bowling Green player for Meyer who joined his staff at Florida in the late '00s as a graduate

assistant, was accused of violence against his pregnant girlfriend in Gainesville.

Meyer acknowledged that along with his wife, Shelley, he provided counseling for the couple, who eventually got married and had two children.

2. Another alleged incident in 2015 is the catalyst for the current controversy.

National college football reporter Brett McMurphy reported Wednesday that Courtney Smith told Shelley Meyer she was still being abused by Zach Smith in 2015.

McMurphy relayed texts between the two women as well as texts between Courtney Smith and the wife of another OSU staffer indicating Urban Meyer had talked to Zach Smith about the abuse.

However, McMurphy said during an appearance on ESPN late Wednesday night he had no direct evidence Meyer was told of the 2015 allegations.

In an interview with Stadium, Courtney Smith said Shelley Meyer had told her she would have to tell her husband, but Smith was unaware if that actually happened.

3. Zach Smith was fired July 23 after violating a civil protection order.

That stemmed from a disagreement over where the couple would exchange their son on May 12.

When it became public, Smith was terminated.

He faces an Aug. 3 court date in Delaware County (northern Columbus suburbs) regarding that charge.

Cleveland.com obtained nine reports from Powell, Ohio, police filed between Jan. 1, 2012 and late July, none of which resulted in charges being filed until the May 12 incident.

4. Urban Meyer explained July 24 what he knew and when.

In a previously scheduled appearance at Big Ten Media Days in Chicago, Meyer said he knew of the 2009 incident but not of 2015. Furthermore, he reported being told by staffers who looked into the latter event nothing happened.

That statement has been the source of controversy this week in the wake of McMurphy's report.

According to McMurphy, records from the Smith's divorce were sealed until Wednesday morning at the request of Zach Smith, who wished to protect his employment.

Courtney Smith told Stadium she had told the families of the former couple about the abuse she suffered but was encouraged not to involve law enforcement.

5. Ryan Day named interim coach.

Several hours after McMurphy's report and the publication of Courtney Smith's interview with Stadium, Ohio State announced Meyer had been placed on paid administrative leave.

The Buckeyes are set to begin preseason practice Friday afternoon with Ryan Day, the team's quarterbacks coach and one of its offensive coordinators, serving as the interim head coach.

How long the investigation of this matter will go is unknown.

Ohio State's first game is Sept. 1 at home against Oregon State.

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Urban Meyer and the New Era of College Football: Winning Isn't Everything

Marc Tracy

New York Times

3 August 2018

Until this week, Ohio State's Urban Meyer was among the most valuable coaches in college football.

He has shepherded Heisman Trophy winners and top draft picks, like Tim Tebow and Alex Smith, and has won relentlessly, guiding his teams at Florida and then Ohio State to three national championships since 2006. In his six seasons in Columbus, Meyer's Buckeyes have gone 73-8, giving him a higher winning percentage than Nick Saban has in 11 seasons at Alabama.

Then, in a matter of hours Wednesday, he became arguably the most radioactive coach in the game. Ohio State placed Meyer, 54, on paid administrative leave while it investigates whether he knew about domestic violence allegations against a longtime assistant. The move signaled that Meyer's immaculate on-field performance — and the \$7.6 million salary he is slated to receive this year after signing an extension — may not be enough to save his job.

On Thursday, the university's board of trustees announced that it had formed a special independent board for the investigation, saying that the working group would direct the investigative team. The panel includes the trustees Alex Fischer, Janet Porter and Alex Shumate; Jo Ann Davidson, a former speaker of the Ohio House of Representatives; Craig Morford, a former acting United States deputy attorney general; and Carter Stewart, a former United States attorney for the Southern District of Ohio. Also Thursday, the university announced that ordinary media availabilities with the acting head coach, Ryan Day, and players had been canceled for the time being.

That Meyer's job hangs in the balance despite superlative coaching and no known risk of N.C.A.A. sanctions is the latest example of an unmistakable shift in big-time college sports.



In earlier years, teams stomached just about anything from the head coach so long as he kept the victories coming. Losing was the only sin. Not anymore.

“Twenty years ago, there would not have been the sensitivities that there are today,” said Bill Carr, a former Florida athletic director who advises on coaching searches. “In my opinion, that has dramatically changed.”

Richard Southall, a professor of sport management at the University of South Carolina who specializes in sports ethics, sped up the timeline: “I think we are at a different point than we were five years ago,” he said.

Meyer’s swift downfall began when the independent journalist Brett McMurphy reported Wednesday morning on his Facebook page that Meyer’s wife knew of a 2015 incident in which Meyer’s longtime assistant, Zach Smith, was accused of shoving and choking his ex-wife, Courtney Smith. The article cited text messages that spoke of Meyer’s having confronted Zach Smith about it. Last week, Meyer, who fired Smith after a recent trespassing charge and protection order were reported, denied knowing about it.

In a statement Wednesday, Ohio State said, “We are focused on supporting our players and on getting to the truth as expeditiously as possible.” Ohio State’s investigation could clear Meyer, allowing him to return to the sidelines. Given the current climate, that might prove problematic.

Winning is still valued in college sports — astronomical salaries indicate that it is valued more than ever. As increased revenue has leveled the playing field for less heralded colleges, eroding the advantages blue-blood programs used to enjoy, the importance of having an elite coach has grown.

But times are changing. Art Briles almost single-handedly made Baylor’s football program relevant, but after an investigation revealed a culture of coddling players accused of and charged with sexual assault, he was dismissed in May 2015.

The Hall of Fame basketball coach Rick Pitino withstood both personal and N.C.A.A. scandals at Louisville but was forced out after last year’s college basketball recruiting indictments.

Hugh Freeze led Mississippi to its second 10-win season since 1971, but phone records showing he had called an escort service were enough to end his tenure in Oxford last year.

If in the past winning was the only thing that mattered, these days it increasingly seems to resemble the easy part — particularly if a coach has an established track record.

“A guy like Urban Meyer, Mike Krzyzewski, Rick Pitino, you’re never going to fire them because they have a bad year, or two or three bad years,” said Bob Lattinville, an agent with Spencer Fane. “They have tenure — unless something like this happens.”

Meyer’s problems come on the heels of other athletics scandals at Ohio State, including a lawsuit alleging that in 2014 an assistant coach had an inappropriate sexual relationship with a 16-year-old diver who said there was no adequate way for her to report it, and the university’s announcement last month that an investigation had uncovered more than 100 former students who said Richard H. Strauss, a former team doctor, had sexually abused them.

Even before the #MeToo movement began last fall, there was a particular allergy in college sports, Southall said, to misconduct that is sexual or includes violence against women. The contract extension Meyer signed this year included language about failing to report violations of the university’s sexual misconduct policy to the Title IX office.

Such language is now common in contracts, Lattinville said.

“It was the law since 1972, when Title IX was adopted,” Lattinville said, “but as is so often the case, the social climate dictates what portions of a law get applied. In the #MeToo climate, it’s all the more important.”

If you put college sports fans from an earlier era in a time machine, they might wonder why people thought Meyer’s job was in serious danger. They might point out that he has a 90 percent winning percentage. And a perfect 6-0 record versus Michigan!

In the 1970s and ’80s, Barry Switzer, Oklahoma’s football coach, and Bob Knight, the basketball coach at Indiana, won three national titles each, as well as boatloads of games, even as they ensnared themselves in the kinds of scandals that might not have been tolerated from other university employees.

Switzer was charged with insider trading (the case was dismissed) and, according to a former star, presided over a raucous locker room in which cocaine use was prevalent. Knight minimized rape in a television interview and hurled a chair across the court during a game.

Switzer lost his job only when the Sooners were hit with severe N.C.A.A. penalties. Knight held on until 2000, and only

after he grabbed a student's arm soon after a player accused Knight of choking him. One year later, Knight was hired by Texas Tech.

In 2002, Iowa's basketball coach, Steve Alford, stood by a player accused of raping another athlete. Alford apologized in 2013.

In 2008, an investigation revealed extensive lawlessness in the Washington football team's 2000 locker room even as its coach, Rick Neuheisel, began a tenure at U.C.L.A.

In 2014, Florida State's Jimbo Fisher enthusiastically defended quarterback Jameis Winston after an incomplete investigation into charges that the player had sexually assaulted a woman, one year after the pair won a national championship.

As the new head coach at Texas A&M, Fisher might take a different tack if confronted by the same problem just four years later.

"What happens off the field or the court," Lattinville said, "is more likely to spell your doom than losing ballgames."

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This is the end of the Urban Meyer era at Ohio State

There's a lot riding on the investigation finding out what Meyer knew and when.

Matt Tamanini

LandGrantHolyLand.com

3 August 2018

In an article posted last night, my friend and LGHL colleague Patrick Mayhorn asked the question that has been at the forefront of the mind of every Buckeye fan for the past 24 hours; "Is this the end of the Urban Meyer era in Columbus?"

Well, friends, no one— save athletic director Gene Smith, and perhaps Meyer himself— is likely able to answer that question with any absolute certainty; but, I am here to tell you, that if you look at the situation dispassionately (which I know is difficult for any fan to do), the answer is, most likely, yes.

Now, before you get too upset, I recognize that there is no way for you or I to know what Meyer knew, and when, concerning the domestic abuse allegations against former assistant coach Zack Smith, nor is there any way for us to know what athletic director Gene Smith— or perhaps the OSU Board of Trustees— will ultimately decide to do.

However, barring a vast conspiracy designed to keep what appears to be a well-known open secret away from him, if you look at the multitude of factors swirling around Meyer, it is difficult to imagine him keeping his job.

At this point, you are undoubtedly well aware of the chain of events that led to the termination of former Ohio State wide receivers coach Zach Smith, and then eventually to Meyer being placed on paid administrative leave, and Ryan Day taking over as interim head coach.

Now, I know there is a certain contingent of “fan” out there that is clinging to some delusion that Courtney Smith, Zach’s now ex-wife, is lying about or exaggerating her claims of abuse as a way to get revenge on Zach and the Meyers. Let’s be clear for those folks, there is nothing in the public record, nor in any reporting done thus far that would indicate that a single syllable what Courtney has uttered regarding the situation is anything other than 100% accurate.

To her credit, in an interview published on Wednesday with WatchStadium.com, Courtney admitted that she doesn’t know if Urban Meyer knew about her abuse accusations, although she says that Meyer’s wife Shelley, a registered nurse employed by Ohio State, went out of her way over the years to help her deal with the situation.

Kristen Balboni

✓@KristenBalboni

Here is my 20-minute interview with Courtney Smith for @WatchStadium... I think it's worth your time. [https://www.youtube.com/watch?v=Q3qX5NpgGDA ...](https://www.youtube.com/watch?v=Q3qX5NpgGDA)

5:26 PM - Aug 1, 2018

Further, the fact that none of the nine police reports filed against Zach Smith resulted in charges being filed is germane to this— and honestly any— argument about domestic violence. According to Psychology Today only 8.32 percent of domestic violence incidents lead to charges being filed.

So, for the sake of this exercise, we are going to assume that all of the reporting that has been done this far is as accurate and complete as it can possibly be at this point; we will not be entertaining conspiracy theories. Until there is similarly investigated and corroborated reporting done to counter Courtney Smith and McMurphy’s claim, that seems like the only prudent way to proceed.

This, of course, is not meant to pass judgment on Meyer, as I do not believe that anything reported indicates that he ever acted maliciously. I believe that Meyer is a genuinely decent man of faith, and whatever actions he may or may not have taken were likely guided by some sort of desire to help those involved, even if those efforts were ultimately unsuccessful. However, like Ohio State coaches in the recent past before him, the best of intentions might prove to spell the end of his tenure in Columbus.

It’s not always the crime, it’s the coverup

From the moment that Smith's legal troubles first began coming to light, many people in and around the Buckeye community leapt to the football program's defense, insisting that this was a private matter between two adults, and what a football coach does in his personal life shouldn't impact his job, nor his boss' job.

That is not only a ridiculous stance to take on a case like this, but an offensive and laughable one. If you replace the words "domestic violence" in the accusations against Zach Smith with any other crime; "bank robbery," "racketeering," "drug trafficking," or even non-domestic "assault;" if Meyer knew the extent of the accusations against an assistant coach and did nothing, then the action from the university would be swift and final, and the consensus in support for it would be nearly unanimous.

However, because the violence that allegedly occurred was between, first, a husband and wife, and then a divorced couple, many people apparently feel that there is some extra level of privacy or sanctuary that an offender should receive from the consequences of his actions. That simply is the pervasive misogynistic attitude that permeates culture— sports or otherwise— in America.

If the accusations are true, Zach Smith committed violent crimes. And if Urban Meyer knew, he covered for, or at least ignored, someone committing violent crimes, either out of familial loyalty, or a fear that it could negatively impact his football team.

If Smith's actions resulted in any other crime that rose to the severity of domestic violence, but did not involve assaulting a woman, I do not believe that there would be nearly this level of rationalizing being done.

Do not expect the Ohio State Board of Trustees, which is made up primarily of CEOs and lawyers, to rationalize in the same way. If the reporting thus far withstands scrutiny, then Urban Meyer failed to report or discharge a criminal bad actor within his employ, potential exacerbating and continuing the cycle of abuse.

**This is not a moment, it's a movement**

There is likely no worse time for Meyer to be dealing with issues connected to domestic violence than right now. First, for the better part of the past year, our country has been wrestling with the ramifications of powerful men (both literally and figuratively) taking advantage of women.

Now, obviously, Meyer is in no way responsible for any abusive actions that appear to have occurred at the hands of Zach Smith. However, throughout the "Me Too" moment, we have seen that abusers are often aided by the silent

complicity of well-meaning people too afraid to speak truth to power.

However, in this case, Meyer was the power. He had the leverage, and if he knew what McMurphy's reporting makes it appear that he knew, he had the power to get Courtney help, get Zach help, or both. And, at this point, it appears that he did neither.

Ohio State, like all giant corporations, is well aware of the optics in the country's current climate. No business, studio, university, network, etc., wants to give off the appearance that it tolerates, or tacitly condones, turning a blind-eye to abuse of any kind.

That brings up another important factor that could play into Meyer's dismissal; at last count, the university is currently dealing with three lawsuits that allege that the university turned a blind-eye to abuse at the hands of athletic department staff.

Between the pair of suits filed in response to the alleged sexual abuse at the hands of former university physician Richard Strauss, and another claiming that former Ohio State University Diving Club coach William Bohonyi sexually assaulted a high school athlete, it would make sense if the university came down even harder on any appearance of impropriety than it normally would; which is probably not good for Meyer, considering the athletic department's willingness to sever ties with well-established, historically successful coaches in the recent past.

### No one's bigger than the brand

Another factor with which Meyer will have to contend, if he is to keep his job, is recent history. In 2011, Gene Smith fired Jim Tressel, who was at the time, the winningest coach in football program history— save Carroll Widdoes who coached for two years during World War II— for failing to notify the school of NCAA violations; mind you, Tressel did not commit said violations, he just lied about and covered them up.

Granted, Tressel's actions ultimately resulted in a five-year show cause penalty handed down by the NCAA, but the athletic director made it clear that the integrity and health of the football program would not, ultimately, be sacrificed to protect anyone; no matter how historically significant he or she might be.

Going back a little further, in 2004, OSU basketball coach Jim O'Brien— with a .602 winning percentage and just six seasons removed from a Final Four run— was fired by then-AD Andy Gieger for giving a \$6,000 loan to the family of a former recruit whom he knew was no longer eligible for NCAA competition.

O'Brien sued the university for wrongful termination, and was eventually awarded \$2.4 million in compensation. In this case, OSU was so concerned about appearances that they didn't even wait to do their due diligence before they fired their coach.

As ESPN's Bomani Jones noted yesterday, despite the assumptions that a coach is "untouchable," Ohio State has never shown any inclination that it is shy about firing a coach when it believes that he would damage the standing of a program or the university by remaining.

El Flaco

✓@bomani\_jones

· 1 Aug

your friendly reminder that ohio state, in the last 20 years, has fired coaches for lying about ncaa violation surrounding f'n tattoos and a 6k loan to a serbian parent.

El Flaco

✓@bomani\_jones

don't forget o'brien won his lawsuit against ohio st for that firing.

and for everyone saying they wouldn't fire urban: they've fired every coach they've had the last 60 years, including the last two who won titles, one of whom was still riding high. the other was WOODY HAYES.

10:59 AM - Aug 1, 2018

Lying just makes it worse

We all laugh when curmudgeonly head coaches get into spats with journalists, refuse to answer their questions, or straight up lie about a situation. For the most part, the antics of Gregg Popovich, Bill Belichick, and Nick Saban are harmless, because they are primarily focused on the ultimately unimportant machinations of sport.

However, last week, Urban Meyer said to a hoard of collected media that he never knew about the 2015 allegations of abuse against Zach Smith.



Jerod Smalley

✓@JerodNBC4

Urban's specific comments about the 2015 allegations against Smith from Big Ten media day. The reporter voice you hear is @DougLesmerises.

1:35 PM - Aug 1, 2018

Just over a week later, McMurphy's reporting indicates that not only was Meyer's wife Shelley intimately familiar with the accusations, but that Urban himself was copied on numerous text messages detailing the abuse.

In fairness, McMurphy admitted on ESPN's "SportsCenter" with Scott Van Pelt last night that he does "not have any direct evidence that Urban Meyer— any text messages from Urban Meyer that says he knew about it."

AJ King

@allday\_ajking

Brett McMurphy explaining why it's basically naive to assume Urban had zero knowledge of the DV allegations when his wife knew.

12:24 AM - Aug 2, 2018

However, knowing how close Urban and Shelley are, and how important she is to the program, it would require quite the willful suspension of disbelief to even entertain the idea that Urban was not fully aware of everything that was alleged at the time; either that, or the belief in a wide-ranging conspiracy to keep the truth from him.

If McMurphy's reporting is correct— and I believe that most level-headed observers believe that it mostly is— then Meyer lied, point-blank, to the media about his inability to respond to serious crimes committed by a person on his staff.

Obviously, lying to the media is not a fireable offense like Tressel's lying to the university and NCAA was. However, Meyer was not talking about players trading trinkets for tattoos either. Despite the actual or perceived NCAA illegalities of both Tressel and O'Brien's situations, there is no logical, humane reality in which what they did was even light-years near what Meyer did if he covered up Smith's abuse for years— endangering the safety of Courtney and their children— and then lied about it.

If it is proven that this is what actually occurred, I cannot imagine a situation where anyone at Ohio State would even contemplate allowing Meyer to remain connected to the university, let alone lead the most visible operation therein.

### Practice What You Preach

In recent year's, Meyer's program has seen nearly unparalleled recruiting success, not just because of his team's victories on the field, but also because of the thoughtful, well-developed programs that the football program invests considerable time and resources into in order to better its athletes as both students and people.

When nearly every big-time prospect commits to play football at Ohio State, one of the first things out of his mouth is how important "Real Life Wednesdays" were to his decision. The old saying goes that "recruiting is the lifeblood of college sports," and if that is the case, it is difficult to imagine that the "Real Life Wednesday" program would be able to carry the same recruiting impact moving forward, if its main architect, the man driving its development, allowed an alleged serial domestic-abuser to be an integral member of his staff for the better part of a decade.

I'm not a parent, but I would imagine that it would be difficult for a mother or father to send their young man to a program that— if all of the allegations prove true— extols a specific set of values out of one side of its mouth for mass public consumption, while implicitly accepting the opposite in reality.

### Occam's Razor

Despite what you might read on certain internet message boards or supermarket tabloids, the scientific principal of Occam's razor suggests that "the simplest explanation is usually the correct one." In this case, it would take quite the flight of fancy to explain away the mounting evidence indicating that Meyer knew, and then lied about, the allegations of domestic abuse against Zach Smith.

In a vacuum, perhaps Meyer's assumed lie is not enough to get one of the greatest coaches in the history of college football fired. However, when looking at the full spectrum of circumstances surrounding the lie, it's hard— for me at least— to envision him keeping his job.

Everything about this situation is sad. The abuse that it appears that Courtney suffered is sad. The Smith children

being witnesses to the abuse is sad. The fact that it appears that Urban Meyer willfully buried his head in the sand, perhaps out of respect or obligation to Zack's grandfather Earle Bruce, is sad. If Meyer is ultimately relieved of his duties as Ohio State head coach it will be sad; especially because I believe that if he would have simply stuck to the first core value of his football team, "Honesty," this would be a much different story.

If instead of insisting that he knew nothing of the 2015 accusations of abuse, I believe that Meyer would still be OSU's head football coach had he simply said something to the effect of:

Zach is family to us. While we were aware of the accusations, we took internal steps that we believed would help him deal with his issues, it's sad that those steps clearly have not worked. We are sad for Courtney, who we also hold as a member of our family, and we are heartbroken for the pain that she and her children have had to endure. In retrospect, while our intentions were to be of service to everyone involved, we likely did not handle this situation in the best way. Shelley and I pray for all members of the Smith family, and will do whatever we can, whenever we can to help them. That is all that I can say at this point, as it is an internal personnel matter.

## Next Man Up

Finally, I believe that the final piece of evidence foreshadowing the eventual dismissal of, or resignation by, Urban Meyer is who is now serving as the interim head coach in his stead. On the Ohio State football staff, there are two coordinators who have head coaching experience at the Division I level, Kevin Wilson and Greg Schiano (who also spent two seasons as a head coach in the NFL). There are also coaches who have spent decades as coordinators at various institutions; Larry Johnson, Bill Davis, Greg Studrawa. Schiano carries the title of associate head coach, while Johnson and Tony Alford are considered assistant head coaches.

However, none of those individuals, with long histories of running football teams and/or sides of the ball, were entrusted with the mantle of interim head coach. That responsibility instead went to Ryan Day, who is in just his second year at OSU, and, despite experience coaching in the NFL, before coming to Columbus, only served as a coordinator in the college ranks for three seasons at much smaller programs, Temple and Boston College.

If the administration was looking to have a staff member serve as a temporary placeholder until Meyer was ceremoniously cleared to return to his duties, it would have made more sense to install Schiano, as, by title, he is the senior most assistant coach. He also has the most experience running an operation as large as Ohio State's football program.

Instead, they went with a 39-year-old offensive guru from both the Meyer and Chip Kelly coaching trees. This move has all of the outward appearances of a decision made to solidify and excite (as much as possible, at least) the fanbase and recruits for the imminent departure of Meyer.

When Day was initially hired, and especially when he turned down an offer from former Buckeye player and assistant coach Mike Vrabel to join his staff with the Tennessee Titans, many assumed that Day had some sort of understanding that he would be in line for a promotion or two in the coming years.

The hiring of up-and-coming defensive coach Alex Grinch temporarily muddled that assumption, but, at least for now, it appears that Day will have the opportunity to prove his mettle as the Buckeye's head coach.

Finally, I fully admit that this is all conjecture, and ultimately just a reading of tealeaves in a situation that frustrates and confuses anyone who cares about Ohio State football. If this investigation uncovers exculpatory evidence that proves that Meyer did not know about the 2015 abuse allegations until late last month as he claims, then— while that still will require some explaining— he should be allowed to return to his position. However, I, for one, will be surprised if that is how this sad situation plays out.

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Another scandal rocks college sports

Jenni Carlson

oklahoman.com

3 August 2018

Urban Meyer is on administrative leave. Ohio State is investigating who knew what when about a wife-beating, scumbag assistant. The Buckeye athletic department is staggered, closing ranks as it tries to make amends and save face.

The university is in turmoil.

Make that another university.

The warnings keep coming, but no one seems to be heeding them.

With Ohio State under fire after free-agent reporter Brett McMurphy revealed that Zach Smith's abuse of his wife was widely known by Buckeye football staff and spouses, we have yet another college-sports scandal rooted in cover-up.

Penn State. Baylor. Michigan State. We don't yet know if Ohio State will rise to the despicable levels of those other places, but we do know how things got bad enough that jobs may be lost and decency already has been.

Apologists and enablers.

There were people inside Ohio State football who decided it was OK that a man had grabbed his wife by the T-shirt and threw her against the bedroom wall when she was a couple of months pregnant. That he put his hands around her throat so many times it was hard for her to recall all of them. That he repeatedly sent her menacing and threatening text messages.

Those are just some of the horrible details that McMurphy uncovered. Along with photos of Courtney Smith's injuries and screenshots of text messages, he posted the in-depth story on his Facebook page Wednesday morning.

By Wednesday evening, he was doing a SportsCenter interview on ESPN, the network that fired him 16 months ago.

Are folks in major college athletics watching?

Are coaches and administrators paying attention?

The days of transgressions being hidden are gone. The era of misdeeds going unpunished is over. Small sins might go unnoticed, but sexual assault and domestic violence are not small. They never were, but in the #MeToo era, victims have been empowered like never before. They aren't going to be brushed aside. They aren't going to cower in the shadows.

Even though people at Ohio State should've known that after what has happened at other schools over the past several years, they ignored those lessons.

Until last week, Zach Smith was still on staff in Columbus even though there's good reason to believe nearly every coach there knew three years ago what he was doing to his wife. Only after McMurphy uncovered and reported the receiver coach's long history of domestic violence abuse allegations against Courtney did Ohio State fire him.

Only after Ohio State was made to look complicit in keeping this guy around did it cut ties.

It's sickening.

Let this be yet another warning to athletic departments everywhere. If you have problems, rid yourself of them. And if you have apologists and enablers telling you that no one will ever find out, that bad stuff is happening everywhere, that you're no worse than the guys down the road, get rid of them, too.

They are almost as dangerous as the slimeballs.

Jerry Sandusky doesn't abuse boys for more than a decade if someone at Penn State takes early accusations seriously.

Baylor football players don't rape dozens of women if someone in Waco stands up and says something must be done.

Larry Nassar doesn't molest more than a hundred girls and women if someone at Michigan State refuses to explain away his behavior.

Athletic departments must take notice — they must be their own harshest critics. They must demand accountability. They must act when necessary.

And fans, boosters and alums need to hold their schools accountable, too. Whether you love Oklahoma crimson or Oklahoma State orange, Tulsa blue or some other team, your allegiance is precious. You don't like it when an opponent beats your school. Why would it be OK for someone on the inside to do harm to your team?

The sad truth is, college sports has had plenty of wake-up calls.

Too many.

Ohio State is the latest, but there's no reason to think it will be the last. Too many apologists who suspect they're no worse than Rival U. Too many enablers who believe they aren't doing anything wrong as long as they're winning.

The warnings keep coming, but so do the scandals.

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Meyer The Latest In A Line Of Coaches Who Start Believing They Are As Great As We Tell Them They Are.

Herb Gould

The Gould Standard, TMGCollegeSports.com

02 August 2018

They fool us.

We attach so much importance to winning, and heap so much adulation on successful coaches, that we believe they are supermen who can do no wrong.

And they fool themselves.

They become so sure of themselves, and their mission, that they believe they can do no wrong.

It's always about the good of the program. They protect people they shouldn't protect. They bend rules. They look the other way.

And no one dares to tell them they're wrong—not even the people closest to them—family members and trusted staffers.

And then they cross a line. They cover up ugly facts to protect players and coaches. They tell themselves it's for the good of the almighty program. And that they're doing it to help someone they believe in, to help him get back on the

right path.

And then it's too late.

If the original sin doesn't get them, the coverup—the lying—does.

This is no time to rank the depths of Urban Meyer's misdeeds against the falls from grace of others.

We don't know yet exactly how Ohio State will handle this—although it's difficult to fathom a scenario where Meyer continues to be the Buckeyes coach.

Is Meyer's scandal, allegedly failing to deal with repeated acts of domestic violence by an assistant coach, worse than the one that brought down his predecessor, Jim Tressel, who failed to address players peddling memorabilia for tattoos?

Does it matter?

If Meyer is dismissed, the irony is that his attempt to protect one misguided assistant will wind up having a massive ripple impact on myriad other coaches and staffers, on a talented roster of athletes, on millions of distraught Buckeye fans.

We saw the tragic results of the Jerry Sandusky scandal at Penn State, a blot that set back the school's coaches, players and fans in the harshest of ways.

Not only were there devastating sanctions. Unspeakable as Sandusky's actions were, it was wrenching to see a coach as revered as Joe Paterno dragged down in such a colossal way.

Before he became a doddering coach destroyed by scandal, Paterno had been the model for what a college football coach should be.

He was sharp, witty, worldly. He turned out players who knew there was more to life than football.

We used to sit with him on Friday nights—yes, he even got along with the media. He would really chat with us, and no topics were barred.

And then unspeakable things happened on his watch.

And before former ESPN reporter Brett McMurphy revealed the hell an assistant coach's wife endured, Meyer enjoyed one of the best reputations in the college football coaching world. He was in the discussion for "second only to Nick Saban." He had restored the Buckeyes to the glory days known under Woody Hayes, who ironically fell on his own sword.

Meyer's current difficulties are an entirely different matter than those of Paterno or Hayes. What's not different is that head coaches are responsible for things that happen on their watch.

Not everything. But many things. They need to have trusted eyes and ears around them. And once they get a whiff of a problem, they need to make good decisions.

How can Meyer have Zero Tolerance for domestic abuse among his players, and take a paternal view of violence against women by an assistant coach?

The short answer is: He can't.

And yet these things happen because we put our winning coaches on such a high pedestal that they start believing they are as perfect as we tell them they are.

The truth is, they aren't.

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**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] In Urban We Trust? Sorry, That's Never Been My Motto

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In Urban We Trust? Sorry, That's Never Been My Motto

Chris Dufresne

Rankman, TMGCollegeSports.com

01 August 2018

Everything I needed to know about Urban Meyer, the man and the myth, was set in concrete more than a decade ago.

My name is Chris and this is my story:

On Sept. 18, 2004, the USC Trojans defeated Brigham Young in Provo on their way to an undefeated season and the national championship.

I covered that game for the Los Angeles Times but also had my eye on another school—and coach—that weekend.

On Sunday, Sept. 19, I steered my rental car into the coaching complex at the University of Utah.

I'm no memory genius, by any stretch, but I remember that day like it was yesterday.

I met Meyer in his darkened office and we watched film of his team's 48-6 win at Utah State the previous day.

Utah improved to 3-0 and No. 14 in the polls on its early way to its own undefeated season. I loved, throughout my

career, to jump on stories early and find the “next best” player or rising superstar coach.

Urban was very high on my 2004 list. I thought he could be the next Pete Carroll. (He was).

“He’s everything you want to be at 40,” I wrote for the LAT two days after our interview.

As we watched film that Sunday morning, Meyer locked in on a punt-coverage formation he used against Utah State just to, as he put it, “F with them.”

We talked at least an hour about all sorts of things. On my way out he handed me his business card, gave me his cell number and told me to call him anytime because, you know, Los Angeles was a big recruiting area for him.

A few months later, Meyer became a hot coaching candidate and was being chased, literally, around Salt Lake by representatives of Notre Dame and Florida.

He never returned any of my calls but did communicate with the New York Times.

Ok, fine, that’s life, and Meyer ended up taking the job at Florida.

The next summer, I went to Gainesville to interview Meyer again.

He looked at me stone-faced.

“Glad to meet you,” he said.

No, Urban, we met last season, remember? I have your cell phone number.

Los...Angeles...Times?

I got nothing—it was like he was staring at a telephone pole.

Another national writer, who sat in on the interview, was embarrassed for me.

“What the F was that?” my colleague said after we left the interview.

It’s just a story, but I have not trusted Urban Meyer since that summer day in 2005.

Childish of me, maybe, but he rubbed me wrong from the start.

I vowed to be professional about his triumphs and still consider him to be the second-best coach in college football behind Nick Saban.

I just don’t believe a lot of the things he’s said and done under the auspices of doing things the right way.

Urban was named after a Pope, but it wasn’t Pius.

I believe he knows more about the tragedy of Aaron Hernandez, at Florida, and more about the tragedy of Zach Smith in Columbus.

Meyer now faces the crisis of his career and he keeps saying things I just can’t rally around. He claimed at Big Ten media day last week that he had no knowledge of a 2015 domestic violence incident involving assistant coach Zach Smith.

I don’t believe him.

He chastised the reporter, Brett McMurphy, who broke the story.

I believe Brett.

McMurphy doubled-down Wednesday with a bombshell report that detailed text messages proving Zach Smith's ex-wife was in contact with several wives of Ohio State coaches.

One of those wives was Shelley Meyer.

Shelley knew of the 2015 abuse allegation against Courtney Smith and said in one of the texts she would have to inform her husband, Urban.

Meyer has said repeatedly he and Shelley talk about everything...but not this?

I don't believe it.

Courtney Smith, the ex-wife of Zach, believes that Urban Meyer knew.

I believe her.

"I know Shelley did everything she could," Courtney Smith says in McMurphy's story.

I believe that.

We are all anxious to hear Urban's version of events. His only way out, it appears, is to claim Shelley never told him about the 2015 incident.

Again, who should I trust?

In my 2004 story on Meyer, he noted the main reason he took the Utah job was that Shelley wanted to live in the Rockies.

“She’s always weighed in as my best friend and soul mate,” Meyer said at Big Ten Media Day. “She’s been right there with everything. Especially when you’re dealing with – not who’s going to carry the ball on third down, she has an opinion on that too – we chat about people. She has a great spirit. A great love of people. Her heart is always in the right place. She’s phenomenal. Absolutely I rely on her.”

Shelley Meyer is a nurse who works for the school. I don’t believe she would risk her job or reputation to protect Zach Smith.

I’m still trying to figure out why Urban Meyer would risk his job and reputation to protect Zach Smith.

Courtney Smith, in McMurphy’s story, provided one possible clue: “Zach once told me if he ever got fired and this all comes out: ‘I’ll take everyone at Ohio State down with me.’”

Oh.

There are so many things we still don’t know: Ohio State announced Wednesday that Meyer would be placed on paid, administrative leave while it sorts things out. That was the right move and maybe the school has learned something after clinging so long to “Honest Jim” Tressel’s story a few years back.

(I never trusted Tressel either but that’s another story based on a face-to-face meeting with the man).

My instincts, though, from my personal experience, are to believe Urban Meyer the way I do those notes in fortune cookies.

But that’s just my story. You may have yours.



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**CC:**  
**Subject:** [cfaa-elite-clips] Urban Meyer and the God Complex in College Sports

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Urban Meyer and the God Complex in College Sports

With another university entangled in controversy, a call to humanize the leaders in charge

Jason Gay

Wall Street Journal

2 August 2018

Urban Meyer is suspended from Ohio State. Yes: the university says it has placed its head football coach on “paid administrative leave,” and surely there are crucial bureaucratic differences between we’re putting you on leave and we’re suspending you from work, but let’s not argue the impact. Meyer—one of the most celebrated coaches in college sports—is officially, stunningly, on ice.

The issue is whether or not Meyer protected an assistant coach, Zach Smith, after domestic violence allegations were made against Smith. Meyer dismissed Smith last month after Smith’s ex-wife, Courtney Smith, obtained an order of protection against the former Buckeyes assistant coach. In the aftermath of the firing, Meyer admitted he’d known of a prior domestic violence allegation involving Smith and his former spouse from 2009, when Smith worked for Meyer at the University of Florida, but he said he’d been unaware of later allegations against Smith from 2015.

Now Meyer’s account is under scrutiny. Former ESPN college football reporter Brett McMurphy reported Wednesday on a series of alleged texts and photos dating back to 2015 between Courtney Smith and Meyer’s spouse, Shelley, that detailed an alleged episode of violence. These new allegations—plus an interview of Courtney Smith by the digital sports outlet Stadium—challenge Meyer’s claim that he did not know about any of the 2015 allegations. It also raises the question as to whether Meyer failed to appropriately respond and report the case to school officials.

It’s now on Ohio State to determine whether Meyer appropriately handled the matter, or knew about it at all. By Wednesday evening, at least one betting house was tackily predicting he’d be fired. Assistant Ryan Day will handle coaching duties in the meantime.

There's a lot that needs to be sorted out here, and Meyer has yet to be heard from, other than a statement saying he looked forward "to the resolution of this matter." But whatever happens, this case is yet another reminder of a continued cultural blind spot: we spend far too much time deifying college sports coaches.

Meyer's spent a generation being presented as a towering figure in modern college football, practically a living statue. For years, both the media and the college football ecosystem have lionized his intensity, his work ethic, his meticulousness, his devotion...I could go on. Meyer is an undoubted success on the field—he's brought national championships to both Ohio State and the University of Florida—but the characterization is almost mythological. Moments of personal vulnerability—a heart attack while at Florida—are presented as rare human aberrations, like slivers of Kryptonite.

This is not just the story of Urban Meyer. This has been happening forever in big-time college sports. Some of it is structural—players come and go, but the coaches remain, the most victorious of them staying for decades. These living statues become a permanent part of campus, a flesh-and-blood version of a vine-covered library.

Millions get made. Administrators bow. Alumni get nostalgic. Media partners develop pets, entangled with their subject, selling the fuzzy image, instead of presenting college sports for what it is in 2018: another cutthroat business, where the bottom line is the bottom line.

Think of how often you've watched a college football or basketball game and heard the announcers rhapsodize about the coach as a virtual God. It's absurd, a ludicrous standard.

It's also fraught. Over time, the powerful college coach may evolve into his or her own self-policing nation state. They become hard to discipline, much less fire. It's an attractive status for a coach to aspire to, but in the end, it's a disaster for everyone. We've seen it again and again—a literal statue went up and came down at Penn State—and we may see another falling to earth in Columbus. Did another college program believe it knew best?

There are allegations in Courtney Smith's account—her claims in her Stadium interview that her abuse was met with inaction by people close to her—that are truly heartbreaking. But they're painfully familiar. Domestic violence is an epidemic, and yet silence is too often the response. It's not hard to see the conflict between a serious allegation and a workplace incentivized to protect itself. That's not merely a college football thing. That's everywhere.

The good news is that the rest of the culture is showing signs of accelerating past the slow-crawling sports world. I don't want to give us too much credit for evolving—as the past year has shown, in case after case, from the allegations against Harvey Weinstein to the conviction of Larry Nassar, this remains a culture sadly conditioned to doubt or diminish women on matters of abuse and violence. But there's a growing recognition that allegations need to be

treated seriously, with urgency, by leaders prepared to act.

That's it. That's the human standard that college sports—and everyone else—needs to live up to. Meanwhile, let's stop building statues.

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**Subject:** [cfaa-elite-clips] Report: Rising Big 12 coach would be leading candidate to replace Urban Meyer

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Report: Rising Big 12 coach would be leading candidate to replace Urban Meyer

Andrew Olson

SaturdayTradition.com

2 August 2018

It is rare that a premiere college football coaching job like Ohio State comes open in the summer, but if it does, speculation will run wild as to who will land the coveted gig.

The job isn't officially open, but according to Andrew Perloff of Sports Illustrated and The Dan Patrick Show, rumors are spreading that Iowa State's Matt Campbell would be the front-runner.

Andrew Perloff

✓@andrewperloff

Multiple rumors hitting us that Iowa State coach Matt Campbell would be frontrunner for Ohio State job if it became open.

10:15 AM - Aug 2, 2018

While online sportsbook BetDSI tossed out some wild names like Jim Harbaugh, James Franklin, Houston Nutt and Les Miles as potential candidates, Campbell is someone who would actually make sense.

Much like Meyer, Campbell has Ohio roots. He was born in Massillon, Ohio and played college football at Mount Union. Also like Meyer, Campbell has achieved success as a young head coach (38) at smaller programs. Campbell coached four winning seasons at Toledo (35-15) from 2012-15 and guided the Rockets to back-to-back bowl games. After 2015, he took over the coaching job at Iowa State. His first season with the Cyclones was rough (3-9), but last

year's squad went 8-5 and won the Liberty Bowl, earning Campbell Big 12 Coach of the Year honors.

When discussing Campbell, his buyout is often brought up. Campbell would owe Iowa State \$7 million if he leaves before Feb. 1, 2019. That's a significant price to pay, but it's safe to assume OSU has the financial resources to make it happen if the school wants him. Besides, \$7 million pales in comparison to the nearly \$40 million the Buckeyes can potentially save by firing Meyer for cause.

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Urban Meyer Endorsement Deal with Bob Evans Ends Amid Investigation

Rob Goldberg

Bleacher Report

2 August 2018

Bob Evans Restaurants has suspended its endorsement deal with Ohio State football coach Urban Meyer, according to Darren Rovell of ESPN.

Meyer was placed on paid administrative leave Wednesday after reported claims that he knew about domestic violence allegations against former receivers coach Zach Smith.

Bob Evans had named Meyer its "Head Breakfast Coach" in its line of endorsements earlier this week.

Bob Evans Farms

@BobEvansFarms

Introducing our new Head Breakfast Coach: Urban Meyer! Get ready for a winning breakfast season! Learn more: <https://t.co/oYwxYFySwy> <https://t.co/92jPFSuviS>

The link has since been deleted describing the campaign with the Buckeyes coach.

"At Bob Evans, we strongly believe in the family first values upon which the company was founded," the company said in a statement Thursday.

Brett McMurphy reported Wednesday that Meyer knew about a 2015 domestic abuse incident involving Smith but kept him on staff anyway. He denied any knowledge of the incident during the Big Ten media days last month, but text messages showed at least his wife, Shelley Meyer, was aware of the allegations.

Smith was fired last month after reports of the previous allegations became public.

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**Subject:** [cfaa-elite-clips] Ohio State and the Power Football Coaches' Wives Do and Don't Have

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Ohio State and the Power Football Coaches' Wives Do and Don't Have

Joan Niesen

Sl.com

2 August 2018

If the head coach knew, he did not seem to care enough to do anything substantial. The women did know, and they texted about it, and it looked a lot like they cared—and they weren't able to do anything at all.

Wednesday's exhaustively detailed story from reporter Brett McMurphy indicates Urban Meyer was aware in 2015 of domestic abuse allegations against former wide receivers coach Zach Smith. In explaining his firing of Smith last week at Big Ten media days, Meyer cited that relationship's turbulent past but said he had known nothing about the '15 incident until the night before. McMurphy's story calls that into question, setting up this situation to play out in a sickeningly predictable fashion. We've heard some version of these events enough times that when a coach (or general manager, or teammate, or owner) knows about abuse, sits on his hands and eventually issues well-work platitudes about caring, it's hard to take the message seriously.

As I sifted through the gruesome details within McMurphy's story—photos of Courtney Smith's cut hand and swollen arm, verbally abusive text messages from Zach, her account of being screamed at on her bathroom floor—I kept coming back to the other women mentioned. Shelley Meyer has been part of the narrative from its start at media days on July 24, when the coach discussed his perspective on a 2009 incident when Smith was on his staff at Florida. "Shelley and I both got involved because of our relationship with that family and advised for counseling and wanted to help as we moved forward," Meyer said that day in Chicago. Text messages of support between Courtney Smith and Shelley Meyer and between Smith and Lindsey Voltolini, wife of Ohio State football operations director Brian Voltolini, provide some of the most poignant anecdotes of McMurphy's piece, including Shelley consoling Courtney and telling her, "please don't give up." As Courtney Smith told McMurphy, "All the (coaches') wives knew. They all did. Every single one."

Nowhere in those messages is it explicit that the Ohio State coaches knew about the content of their wives' texts. On

top of her words of encouragement, Shelley Meyer offers to buy Courtney Smith groceries. Lindsey Voltolini writes “don’t worry about urb” in reassuring Smith that everything will be handled properly. But from everything Courtney Smith said in an interview released by Stadium on Wednesday, there is no reason to assume Shelley Meyer didn’t pass what she knew along to Urban Meyer as she said she would. Generally speaking, wives give husbands information that might affect their high-stakes, overly scrutinized jobs.

In this case, whatever the wives told their husbands appears to have fallen on deaf ears.

Meyer mentions his wife more than any football coach I’ve ever covered—she is his moral compass, his soulmate—but having a wife who you say is a good person isn’t a get-out-of-jail-free card. Wives of other longtime staff members seemed to truly care, and still nothing changed.

There’s no way they could have known screenshots of their words would be posted on the internet for hundreds of thousands of people to read, and still, they come off as genuinely supportive. Shelley in particular tells Smith that her safety and her kids’ health are paramount. It’s impossible to quantify what reading those words must have meant to Smith in the moment; domestic abusers often isolate their victims from the people they care about, and the head coach’s wife offered a connection.

What made this story unique—the private support Courtney Smith received from other women who were pulled into it—ultimately makes it even more frustrating. The kernel of good intention appears to have been totally obscured by the looming interests of a high-profile football program. In the end, it didn’t matter that these women knew, that they had the ear of men who could have put a stop to the abuse, or at minimum brought the abuser closer to discipline. Meyer may have perfectly summarized this phenomenon of inaction last week without even knowing it, while describing his takeaways from the 2009 incident. “It was a very young couple,” he said, “and I saw a very talented coach and we moved forward.” In short: Football could exempt Zach Smith from repercussions, and Urban Meyer provided the final calculation.

To be a woman in the world of football is to be an outsider. Even coaches’ wives, many of whom joke that they married the sport along with the man, are shut out at some point. Years ago, I wrote a story about the bonds those women create, bound by their otherness in this brutish sphere. It was heartwarming to hear about the sort of sorority they form, supporting each other as their husbands work crazy hours and move them from here to there and back again for jobs that sometimes pay next to nothing. But ultimately, those relationships have practical benefits, providing relief when there’s no one to talk to at night after the kids have gone to bed. They remain little match for the other forces at work.

Shelley Meyer, a registered nurse who is an instructor at Ohio State’s nursing school, likely reported what she knew up the chain of command, as she should have—but in this case, the chain of command doesn’t seem to have meant her supervisor at the university, but her husband. And so football factors devoured the story, swamped Courtney Smith with reasons to stay quiet, boomed louder than the support network she’d built. Let’s not forget that the pain of this situation falls squarely on the shoulders of Zach Smith. But the structure of big-time football gets an assist, for turning

women from outsiders into something even worse: powerless witnesses to its broken system.

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**Subject:** [cfaa-elite-clips] Ohio State, do the right thing: Fire Urban Meyer

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Ohio State, do the right thing: Fire Urban Meyer

Tom Jones

Tampa Bay Times

2 August 2018

Urban Meyer has to go.

If he knew that one of his assistants was a domestic abuser and he still kept him on his staff then Meyer should lose his job as head football coach at Ohio State.

That's how serious this is. If Meyer knew, he has to go.

And don't be a fool. Don't tell me he didn't know. Of course he knew.

If you read the superb reporting done by former ESPN and Tampa Tribune reporter Brett McMurphy then there's no way to believe that Meyer, as he claimed just a week ago, was in the dark.

Meyer should resign immediately. That would be the right thing to do. If he's not willing to do that then Ohio State needs to fire him.

However it goes down, Meyer should never coach another football game at Ohio State. Or anywhere.

Domestic violence has reached epidemic proportions in this country and we can't have our leaders — and, yes, Meyer is a leader — enabling and covering up such a horrible crime.

To catch you up, Meyer fired his receivers coach, Zach Smith, last week when Smith's former wife, Courtney Smith, was granted a protective order. Then came reports that Smith had been accused in several domestic incidents dating back to 2009 back when Meyer and Smith were coaching the Gators. Meyer admitted that he knew all along about a 2009 incident and that he and his wife, Shelley, helped counsel the Smiths early in their marriage.

It should be pointed out that Zach Smith is the grandson of former Ohio State coach Earl Bruce, who was a mentor of Meyer.

But here's where it gets really bad. Meyer claimed to know nothing about two alleged domestic violence incidents in 2015.

At Big Ten media days last week, Meyer said, "I can't say it didn't happen because I wasn't there. I was never told about anything ... never had a conversation about it, so I know nothing about that."

That appears to be a lie.

TampaBayTimesSports

✓@TBTimes\_Sports

The fallout doesn't look good for Urban Meyer, Rick Stroud says. #OhioState #Buckeyes #Gators @NFLSTROUD @TB\_Times #Rays #RaysUp #49ers #Bucs #Buccaneers <http://www.tampabay.com/sports/2018/08/02/sports-day-tampa-bay-podcast-urban-meyer-on-paid-administrative-leave/> ...

10:48 AM - Aug 2, 2018

McMurphy's report showed text messages between Courtney Smith and Shelley Meyer that left no doubt that Shelley knew Zach Smith was an abuser. Smith even had photos of bruises. Smith told McMurphy, "All the (coaches') wives knew. They all did. Every single one."

That includes Shelley Meyer, who texted Smith three years ago: "I am with you! A lot of women stay hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me."

So now you're going to tell me that Shelley Meyer, Urban's wife of nearly 30 years and the woman Urban constantly refers to as his confidant, didn't say one word to her husband? You're going to tell me that Shelley Meyer showed nothing but concern and constantly reached out to Smith and then didn't bother to mention any of that to her husband?

Please!

TampaBayTimesSports

✓@TBTimes\_Sports

There were questions about guns, gambling, suspensions, possible NCAA violations and Dan Mullen's former boss, who is on administrative leave at Ohio State. Oh, yeah, football, too. #Gators #Buckeyes @TB\_Times @MBakerTBTimes @GatorsFB <http://www.tampabay.com/sports/florida-gators/2018/08/02/the-question-gators-coach-dan-mullen-was-relieved-to-answer/> ...

4:47 PM - Aug 2, 2018

Courtney Smith told McMurphy, "Shelley said she was going to have to tell Urban. I said: 'That's fine, you should tell Urban.' I know Shelley did everything she could."

The only way Urban Meyer survives this is to throw his wife under the bus by saying Shelley never told him.

He also would have to throw others under the bus, including the wife of Brian Voltolini, Ohio State's football operations director. That's because Courtney Smith and Lindsey Voltolini exchanged texts in which Voltolini said Meyer was aware Courtney's allegations of abuse.

Everything about this story is revolting, including the times when Courtney Smith was pressured by her husband's family and friends to not file charges.

Smith told McMurphy, "I was told, 'Don't call the police. If you call the police, he's going to get arrested. It's going to go to the media, He's going to lose his job. What are you and the kids going to do?' I had been a stay-at-home mom for a while, so it was very scary."

Read McMurphy's story and your heart will break for Courtney Smith. Read about the time she was abused in front of her children. Read about the times she felt she had nowhere to go. And think about all the women out there going through the same things right now.

Smith said, "It's scary. People who are being abused just don't pick up and leave right away. It takes a long time and a lot of courage. They manipulate you, the abuser. They make it like it's your fault. They demean you and put you down to the point where you have no self-esteem and you're scared."

TampaBayTimesSports

✓@TBTimes\_Sports

We need to stop diminishing this stuff as harmless comments from kids who didn't know any better and meant no harm, Tom Jones writes. #Braves #Nationals #Brewers #Bucs #Buccaneers @TomWJones @TB\_Times <http://www.tampabay.com/sports/2018/07/30/another-day-another-players-offensive-tweets-catch-up-with-him-cue-the-excuses/> ...

9:15 AM - Jul 31, 2018

Another day, another player's offensive tweets catch up with him. Cue the excuses.

On Sunday, Braves pitcher Sean Newcomb came within one strike of throwing a no-hitter. Losing the no-hitter was not the worst thing that happened to him that day. After the game it came to light tha

Ohio State needs to send a message to all coaches, to all players, to all students, to all people that domestic violence will not be tolerated. That it won't be excused. That it won't be enabled. And that if you do tolerate and excuse and enable, that it is unacceptable.

Just as important, Ohio State needs to let victims of domestic assault know that they have support, that they will be believed, that they have an ally.

All of this is more important than winning football games and anything other than firing Meyer will send a message that football is more important than standing up for those of domestic abuse.

Ohio State should send a message that it cares more about victims like Courtney Smith than enablers like Urban Meyer.

If we can't trust our institutions of higher learning to send such messages, who can we trust?

Come on, Ohio State. Do the right thing. Fire Urban Meyer.

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**Subject:** [cfaa-elite-clips] Ohio State Investigation: How Title IX could determine whether Urban Meyer coaches again

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Ohio State Investigation: How Title IX could determine whether Urban Meyer coaches again

Bill Rabinowitz

Columbus Dispatch

2 August 2018

On March 27, Urban Meyer signed a two-year contract extension that increased his salary by \$1.2 million to \$7.6 million per year.

Included in that contract addendum was a little-noted clause specifying his responsibilities regarding possible Title IX violations. Whether Meyer was in breach of those responsibilities will be a key factor in whether he coaches at Ohio State again.

The section in his amended contract states that Meyer must report to Title IX coordinator (Kellie Brennan) or deputy Title IX coordinator for athletics (Janine Oman) of "any known violations of Ohio State's Sexual Misconduct Policy."

That would include "sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking" involving any student, faculty or staff or that is in connection with a university sponsored activity or event." According to the contract, a "known violation" means one that the coach is aware of or has "reasonable cause to believe is taking place or may have taken place."

Last week at Ohio State's Big Ten media day in Chicago, Meyer denied knowing anything of alleged domestic abuse committed in 2015 by former wide receivers coach Zach Smith against his now ex-wife, Courtney.

On Wednesday, Courtney Smith told WatchStadium.com that she had texted Meyer's wife, Shelley, repeatedly about the abuse and believed that Urban Meyer knew about it, though she said she couldn't be sure. Several hours later,

Ohio State placed its football coach on paid administrative leave pending an investigation.

As of early Thursday evening, the school did not release any information on Thursday about the parameters of the investigation or who would conduct it.

Though the language in Meyer's contract regarding Title IX issues are clear, whether they are applicable in his current circumstance is murkier.

Broadly, Title IX prohibits discrimination based on sex in educational programs. It has historically helped ensure women have equal opportunity in college sports, but more recently, has played a large role in efforts to curb sexual misconduct on college campuses.

The law protects students and employees within a university who may have been subjected to sex-based discrimination or harassment, but it's unclear whether its protections would extend to a partner of a university employee, such as Courtney Smith.

"If any responsible employee, as that role is defined under Title IX, knows of intimate partner violence or other forms of sex or gender-based discrimination occurring within a federally-funded educational program, that employee would be obligated to promptly notify the school's Title IX coordinator of what they know," Brett Sokolow, President of the Association of Title IX Administrators, said in an emailed statement, speaking about Title IX generally and not specifically Ohio State.

"This is a tough case," said Alyssa Peterson, policy and advocacy coordinator at Know Your IX, an advocacy group aimed at ending sexual and dating violence in schools. "Title IX looks at the civil rights of students and it doesn't cover people who are affiliated to employees,"

But Peterson added that Smith "could have also been a danger to someone in the (football) program."

"If that's true, the university then has a responsibility to correct the hostile environment," she said.

Ohio State officials would not comment Thursday on potential Title IX violations. Brennan said only that "we'll continue to investigate the allegations that have come in."

Ohio State's sexual misconduct policy states all university employees have a duty to report sexual misconduct. However, the policy also states that it applies only to alleged sexual misconduct that takes place on university property or university-sponsored events. The policy may apply to alleged sexual misconduct off-campus, if the Title IX coordinator determines the misconduct could "reasonably create a hostile environment."

Ohio State is currently undergoing a university-wide review of its Title IX policies after an evaluation found its campus sexual assault center failed to properly sexual assaults.

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**Subject:** [cfaa-elite-clips] Control freak Meyer suddenly "knows nothing"

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Column: Control freak Meyer suddenly "knows nothing"

Paul Newberry

Associated Press

2 August 2018

College coaches are notorious control freaks.

From making sure every minute of practice is accounted for to fretting over what players are putting in their bodies at the dining hall, no detail is too small for a coach's prying eyes.

They have to know everything.

Colin Cowherd reacts to the latest news surrounding Ohio State and Urban Meyer

Which is why it's ludicrous to believe that Urban Meyer turned into Sgt. Schultz – the "Hogan's Heroes" character famous for saying "I know nothing. Nothing!" – when asked about multiple domestic abuse allegations involving one of his assistant coaches.

Which is why Meyer will probably soon be Ohio State's ex-football coach.

Meyer was placed on paid administrative leave Wednesday while Ohio State conducts an investigation into what he knew and when he knew it, but we all know where this is likely headed.

Like so many who came before him – Joe Paterno, Rick Pitino, et al – Meyer was more consumed with winning at all costs, protecting his program's reputation and covering for his buddies than doing the right thing, the obvious thing, what should've been the easy thing.

For Meyer, the handling of former Buckeyes assistant Zach Smith is simply the latest episode in a disturbing pattern of playing dumb, even while keeping track of such minute details as a player's heart rate at practice.

In his previous job at Florida, Meyer captured two national championships but never seemed all that concerned about the staggering number of players – more than two dozen in all, enough to fill out a complete offense and defense – getting into trouble off the field.

Then there was Aaron Hernandez.

No one knew what kind of monster he would turn out to be during three seasons with the Gators, but plenty of NFL teams sure had their concerns after he entered the 2010 draft. Hernandez plummeted all the way to the fourth round before he was picked by the New England Patriots, amid reports of multiple failed drugs tests while at Florida.

Hernandez wound up in prison for murder and killed himself behind bars. We'll never know if this tragic story would've taken a different turn, if only Meyer had dealt more forcefully with such a clearly disturbed player during his time in Gainesville.

Let's not forget Meyer's mysterious departure from the Gators. He resigned after the 2009 season, citing health concerns, but changed his mind a day later. He coached at Florida one more season and quit again, this time saying he wanted to devote more time to his wife and children. Apparently, one year on the sideline was all the family time he needed. No wonder his critics referred to him as "Urban Liar."

In 2012, Meyer returned to coaching at Ohio State, taking over a storied program in his home state after another national championship-winning coach, Jim Tressel, was forced out for lying to the school and the NCAA about violations committed by his players.

Meyer won a national title of his own with the Buckeyes.

And, now, it looks like he's headed for the same ending as Tressel.

This possible cover-up involves Smith, whose ties to Meyer run deep.

Smith is the grandson of late Ohio State coach Earle Bruce, a mentor to Meyer and one of the most influential people in his life. Smith played for Meyer at Bowling Green. When Smith decided to get into coaching, it was only appropriate that Meyer was there with a job.

But Smith's personal life has long been troubled, and Meyer certainly knew at least part of the story. Last week at Big Ten media days, the coach said he was aware of a 2009 case in which Smith was accused of aggravated battery on his then-pregnant wife while coaching at Florida.

The charge was dropped because of insufficient evidence. Meyer said he and his wife, Shelley, addressed the incident with the Smiths, but that's about as far as it went.

When Meyer was hired by the Buckeyes, Smith again joined the staff as a receivers coach and ace recruiter.

The strife at home didn't let up. Police reports obtained by [cleveland.com](http://cleveland.com) detail nine domestic incidents involving Smith and his now ex-wife Courtney between 2012 and last month. Most troubling, that includes an alleged incident of domestic abuse on Oct. 25, 2015, shortly before the couple divorced.

Courtney Smith told Stadium that she told Shelley Meyer in 2015 that Zach Smith had assaulted her. Courtney Smith provided text messages to former ESPN reporter Brett McMurphy between her and Shelley Meyer about Zach Smith's behavior, and threatening text messages she said were sent to her by Zach Smith.

"Shelley said she was going to have to tell Urban," Courtney Smith told Stadium. "I said: 'That's fine, you should tell Urban.'"

Courtney Smith concedes that she does not know if Shelley Meyer ever told her husband about the allegations. If we're to believe what Urban Meyer said last week, his wife kept quiet about the whole affair, not even bothering to mention at the dinner table, "Hey, you've got an assistant coach who might have a problem."

Urban Meyer could even be throwing his wife under the bus, since as a university employee herself she would be required under Ohio State's Title IX sexual misconduct policy to report any allegation of domestic violence against someone who works at the school.

"I can't say it didn't happen because I wasn't there," Urban Meyer said during Big Ten media days. "I was never told about anything and nothing ever came to light. I've never had a conversation about it. I know nothing about it."

Zach Smith was finally dismissed by Meyer on July 23 after an Ohio court granted a domestic violence protective order to Courtney Smith against her former husband. Zach Smith has never been convicted of a crime or charged with assaulting his ex-wife, and his attorney said he will be exonerated when all the facts come out.

Even so, Meyer's claims of ignorance seem downright implausible.

If that proves to be the case, he should be out of a job.

Of course, this being college athletics, Meyer wouldn't be out of work for long.

There will always be another school that cares more about his success as a coach than his failings as a human being.

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Bohls: Ohio State's Urban Meyer is simply one more cautionary tale

Kirk Bohls

Austin American-Statesman

2 August 2018

Urban Meyer was rightfully placed on administrative leave by Ohio State on Wednesday.

For now.

He could be fired today or tomorrow or next week or possibly not at all, and any of those outcomes might be the right thing to do as well. But it sure looks bad for him.

It's in his university administration's hands now. And if a school, whose band is fondly known for always dotting the i at home games, undergoes a thorough investigation that crosses all the t's and dots all the i's, Meyer might not survive. And shouldn't, if he condoned the presence of a wife-beater on his staff for years.

The one clear answer is there is no excuse for domestic violence. None.

You don't hit women. You just don't.

Domestic violence is and has to be unacceptable, and maybe this ugly episode will glacierly inch us closer to that realization.



The best coach in college football not named Nick Saban may learn that the hard way if it is proved that he knew his wide receivers coach, Zach Smith, had been accused of abusing his now-divorced wife in 2015 but kept him on his staff.

We're still debating how much Art Briles and Joe Paterno knew and why they didn't do more. But many think they should have done so much more to stop both the sexual abuse in Waco and the child molestation in Happy Valley, Pa.

Everyone heard Meyer at the Big Ten meetings last month deny there was anything to a story about possible domestic violence in the Smith household in 2015. But thanks to the aggressive reporting of college football writer Brett McMurphy, it's now known that two police reports were filed in 2015 in Ohio's Powell County that accused Zach Smith of abuse. It is also important to know that no charges were ever filed, but there's enough of a pattern that it appears obvious Meyer knowingly tolerated and continued to employ a coach who was accused of abusing his wife as far back as 2009.

But it's most important to know that Smith's wife, Courtney, was scared to death.

She was frightened of Smith and the ongoing threat she said he presented. She notified Meyer's wife, Shelley, of threatening texts she said were from her spouse and pictures of the abuse. She told Shelley — who is also an Ohio State employee as an instructor in the school's College of Nursing — it was fine and appropriate that she tell Urban of this latest event. And Courtney said she shared this information with other Ohio State assistant coaches' wives.

That might include Tom Herman's wife, Michelle, since he was on the OSU staff with Smith as late as 2014, though Herman chose not to specifically address any involvement Thursday during his half-hour press conference on the eve of Texas workouts.

"I really don't think it would be fair or appropriate, to be honest with you, for me to comment about a situation in another program that happened while I wasn't there," Herman said.

When pressed on the matter, Herman said he understood the importance of the issue and that Texas coaches are "trained extensively" about how to react in similar situations, which are specifically spelled out in the school's Title IX guidelines.

"Through that training, we understand in a supervisory role we have a duty to report" such violations, Herman said. "If something comes across my desk or an assistant coach's desk, he is very specifically trained as to what to do and how to do it, which is to report it to a supervisor and start it working up the chain of command."

That's what Meyer might or might not have done.

This story couldn't surface at a worse time for Ohio State because a New York Times article reports that more than 100 men have said they were molested by Dr. Richard Strauss, a team doctor and physician at Ohio State from the 1970s to 1990s, according to an independent investigation commissioned by the school. Three lawsuits accuse the school of enabling him of being a sexual predator, not unlike what convicted predator Larry Nassar did at Michigan State.

This will be a cautionary tale for coaches everywhere, but then the situations at Baylor and Penn State should have already accomplished that.

The Houston Astros clearly didn't get the message when they put winning first this week and traded for a Toronto Blue Jays closer who was suspended 75 games by baseball for domestic violence. Such examples of condoning this type of behavior are becoming all too commonplace.

No one should be mad at Courtney Smith, but some people will be. Some will blame her for trying to bring down one of the top three football programs in the country. Some will accuse her of trying to exploit the situation and bring down a head coach who did nothing.

But that's part of the problem. Meyer did nothing.

Courtney Smith should be the hero here because she put yet another face on domestic abuse, and that took a lot of courage. She has to be worried about her family, her financial wherewithal, her unclear future, but mostly her safety. That has to be paramount.

At 54, Meyer is at the height of his career. He's won three national championships. He has plenty of time left to chase Saban's six titles. He's done a lot in his outstanding career — one that could be ending because of what he didn't do. At least off the field.

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Urban Meyer: Ohio State should weigh history at Florida during evaluation

George Schroeder

USA TODAY

2 August 2018

"Broken."

That's how Urban Meyer described the Florida program at the end of the 2010 regular season – shortly before he resigned, citing health issues. Considering all of the success during Meyer's tenure, it was a startling admission.

But the success of two national titles in three seasons, only 15 losses in six seasons and dozens of NFL draft picks was counterbalanced by several dozen arrests and multiple reports of failed drug tests and other misdeeds by players.

As Ohio State investigates what its coach knew and did – or didn't do – in response to past domestic violence allegations against an assistant coach, it's difficult to see how the university can evaluate whatever it finds without considering Meyer's tenure at Florida.

The final tally in Gainesville included more than 30 player arrests in Meyer's six seasons. It included running back Chris Rainey, who was charged with aggravated stalking of a girlfriend (he texted her: "Time to die"). Jamar Hornsby, who stole and charged up almost \$3,000 on the credit card of the deceased girlfriend of a Gators teammate. Ronnie Wilson, who was charged with aggravated assault after an altercation in which he fired a rifle (he was kicked off the team for a year and then reinstated).

Meanwhile, if Tim Tebow was the poster child for Florida football, his opposite was Aaron Hernandez, the talented but troubled tight end who was later convicted of murder after playing for the NFL's New England Patriots. While at

Florida, Hernandez was a suspect in a 2007 shooting in Gainesville which remains unsolved. He was investigated but not charged for felony battery.

In addition to the incidents that became public, later accounts included allegations that Meyer had separate rules for stars – or that those core values could be occasionally overlooked.

When he resigned on December 9, 2010, Meyer appeared to be broken, too. He was gaunt. He had coached the 2010 season after first resigning for health reasons in December 2009, then changing his mind and returning a day later; the aborted exit came a few weeks after Meyer had been rushed to the hospital with chest pains.

In that final season, the Gators lost five games – half as many as they'd lost in Meyer's first five seasons, total. Later reports indicate the 2010 season was marked by internal turmoil. Looking back to when Meyer resigned for good, was it really burnout? And if real, could the health issues have been related to the stress from the apparent unraveling of the program?

Meyer spent a season on an ESPN set as an analyst. But with the Ohio State job open – ironically, because Jim Tressel had been fired for off-field issues – he jumped back into coaching, again at one of college football's goliaths, with all its attendant expectations and pressures.

Meyer said he had found balance. In his second act, he wasn't going to work as long; he was going to spend more time with his family. There were also stories about the culture he hoped to create, and how he'd come to understand and embrace a more holistic approach to culture-building. The "core values" for Ohio State's program are literally written on a wall at the Woody Hayes Athletic Center:

Decisions.

Honesty.

Treat Women with Respect.

No Drugs Stealing Weapons.

Those date back to his time at Florida. At Ohio State, Meyer has said several times he has a zero tolerance policy in

regard to how players treat women. One notable exception would be running back Carlos Hyde, who allegedly punched a woman at a nightclub in 2013, before his senior season. Though Hyde was not charged, he was suspended for three games; he went on to run for more than 1,000 yards and was named all-Big Ten. But Ohio State's recruiting has seemingly focused on fewer character risks; there have been fewer public issues.

But then the domestic violence allegations against wide receivers coach Zach Smith surfaced last month. Meyer admitted knowing of an incident between Smith and his wife in 2009, while Smith was on the Florida staff, but initially denied knowing anything about allegations from 2015.

"I was never told about anything and nothing ever came to light," Meyer told reporters July 24 at Big Ten media day regarding those allegations. "I've never had a conversation about it. I know nothing about it. First I heard about that was last night."

That "last night," or July 23, was also when Smith was fired. The story was only beginning to unfold.

It's hard to know what Ohio State's investigation will uncover. It might be impossible to prove what Meyer knew and did or did not do. But his actions – or inaction – will likely be viewed through the prism of the "broken" Florida program he left behind.

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Ohio State announces 'special, independent board working group' for Urban Meyer investigation

Dustin Schutte

SaturdayTradition.com

2 August 2018

Ohio State University has announced that a "special, independent board working group" has been formed as it related to the investigation involving Urban Meyer.

Wednesday, Meyer was placed on administrative leave after it was reported that he may have known more about the domestic violence issues involving former assistant coach Zach Smith. It was later announced that there would be an investigation into the situation.

Ohio State named the individuals who will serve on this independent working group on Thursday. The group includes Alex Fischer, Janet Porter and Alex Shumate, all current trustees. It also includes former Ohio House Speaker Jo Ann Davidson, former U.S. Deputy Attorney General Craig Morford and former U.S. Attorney for the Southern District of Ohio Carter Stewart.

On Wednesday, college football insider Brett McMurphy broke the news that Courtney Smith, the ex-wife of Zach Smith, had been texting Shelley Meyer, the wife of Urban Meyer, in regards to the alleged domestic abuse she was suffering.

Courtney Smith also informed other wives of assistant coaches at Ohio State, according to an interview.

Meyer is on paid administrative leave and Ryan Day has been promoted to interim head coach for the Buckeyes.

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**Subject:** [cfaa-elite-clips] Will Urban Meyer still be Ohio State's coach when Oregon State opens 2018 season in Columbus?

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Canzano: Will Urban Meyer still be Ohio State's coach when Oregon State opens 2018 season in Columbus?

John Canzano

OregonLive.com

2 August 2018

Not sure how long Ohio State will side with coach Urban Meyer's version of the "truth" when it comes to the domestic-violence scandal that has the Buckeyes looking like a distracted mess.

But I know this — Oregon State has a date with that mess on Sept. 1 in Columbus in front of a nationally televised ABC audience. And I also know that I'm not convinced college athletics will learn a thing from the Ohio State scandal even if Meyer should go down in a historic flame out.

Longtime Meyer assistant Zach Smith's ex-wife opened up on Wednesday about reported domestic violence and what she believes Meyer knew. Disappointing news. Certainly doesn't look good for Meyer, who claimed a week ago, "I just found out about it last night."

His pants may have been on fire, turns out. Meyer was placed on paid administrative leave on Wednesday and assistant Ryan Day, the team's offensive coordinator, was appointed "acting" head coach. There's a lesson in this mess — enablers and apologists are dangerous.

Dangerous at Penn State. Dangerous at Baylor. Dangerous at The Ohio State University and everywhere else. But I'm not sure major college athletics will learn from it.

Ohio State can either get in front of this and part ways with Meyer, and appoint Day the official interim coach this

season. Or it can try to ride the scandal out with him on paid leave, launch its own investigation, and endure what will be months of pressing and probing questions about what he knew and when he knew it. Either way, Oregon State gets the first date. Also, it will have roughly 320 million Americans hoping the team that opened a 31-point underdog somehow beats the snot out of the Buckeyes to teach said enablers/apologists a lesson.

But it would be the wrong lesson.

I keep thinking about Smith's ex-wife, who gave police horrific details of her alleged abuse. She's shown more courage in this case than Meyer, who brushed off reporter Brett McMurphy at Big Ten Media Day, telling him the "ship had sailed" on the domestic violence story.

The latest reports raise serious questions for Meyer. It sure looks like he knew about the domestic violence issues. Also looks like Urban's wife, Shelley, knew. So did some others, including police, who had frequent contact with it.

There's bound to be a lot of discussion and debate in the coming weeks about the roles of mandatory reporters, violence against women, and where decency figures in this. Also, two football teams will prepare for a game that will now come loaded with all sorts of baggage.

It's a pretty good opportunity for Oregon State and any other athletic department that cares to do deep self examination. Maybe seeing Ohio State stumble through this will help the programs that follow understand that nothing — especially not some creep coach accused of domestic violence — should ever be put above the value system of the athletic department.

Too often, big-time athletics gets drunk on itself.

Oregon State is being paid \$1.7 million to go to Ohio State and play the season-opening game. It's a lucrative game, even for the underdogs. And on Wednesday an online sports book set odds on who will be the Buckeyes coach for that season opener.

Lane Kiffin is 30 to 1. Rich Rodriguez is 18 to 1. Jim Harbaugh is 200 to 1. Former Penn State assistant Greg Schiano is 4 to 1. Chew on that while we wait for kickoff. But please don't overlook the discussion on how Ohio State arrived in this predicament.

It hired a coach who had a long and sad history of domestic violence. Then, it became his biggest enabler and

apologist until a dogged reporter opened the window and let the sunshine in. Even then, Ohio State's head football coach stood in defiance, trying to wave it away with his championship reputation.

Dangerous game.

One that has also been played by powerful people in Hollywood, and on Wall Street, and in the banking industry. Major college athletics should aspire to be a leader in the world. But today, it looks like just another sad-sack follower void of ethics.

I don't think there's a chance Oregon State wins the opener. But I know that Smith's team will go to work in the next four weeks focused every day on getting better, and building culture. And I'm convinced now that Ohio State is going to go to practice every day in the next four weeks, a distracted mess. And that will matter to both sides.

Most of all, I hope major college athletic departments start taking issues such as domestic violence more seriously. Ohio State left it solely the media to police the football program.

On Pac 12 Media Day Beavers first-year coach Jonathan Smith was asked about playing "a cupcake like Ohio State" in Columbus in his first game. He reeled and said, "That's one way to put it."

His media day performance was so much better than the one Meyer gave.

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Urban Meyer's uneven history of handling domestic violence cases

Chris Hummer

247Sports.com

2 August 2018

Ohio State head coach Urban Meyer is under fire following a story from college football reporter Brett McMurphy that alleges Meyer knew of previous domestic abuse allegations levied against former Buckeye wide receiver coach Zach Smith.

Meyer previously stated at Big Ten Media Days "there was nothing" when speaking about the purported 2015 incident that Smith's ex-wife, Courtney Smith, alleged to McMurphy.

The Buckeyes fired Smith on July 23. But the allegations in regards to Smith date back to 2009 when Smith worked for Meyer at Florida as a graduate assistant. Meyer, when talking about Smith's dismissal said: "It was in the best interests of our team." He also added: "It was a very tough call."

Meyer's history with discipline is a long and complicated one, dating back to his days at Florida when Meyer's program saw 31 arrests of football players during his leadership. Since arriving at Ohio State in 2012, Meyer's struck a different cord in regards to punishment, at least publicly.

Notably, Meyer has stated numerous times the Buckeyes have a "zero-tolerance" policy for players who abuse women. There's even a sign in the Woody Hayes Athletic Center that reads: "TREAT WOMEN WITH RESPECT."

During his tenure at Ohio State, however, Meyer's been inconsistent in his dealings with domestic violence issues within his program. At times, it seemed to be somewhat dependent on the player's status on the team.

There are two notable instances in this regard to cite, both of which revolve around running backs: Carlos Hyde in 2013 and Bri'onte Dunn in 2016.

Hyde ran for 1,521 yards as a senior in 2013. He was a star. He was also a person of interest in a potential assault at a Columbus nightclub involving a woman prior to his final season. There's video of Hyde reaching out and grabbing a woman – though it's unclear if Hyde hit her. Police ultimately closed the case midway through the investigation because the victim said she did not want to press charges. Meyer suspended Hyde for three games, and he went on to have an All-Big Ten season.

The kicker here, though, is Meyer said if Hyde had been charged he'd have been kicked off the team.

That's a razor-thin distinction, no? Many times in instances of domestic assault a victim will opt not to press charges out of fear. If Meyer felt Hyde did something worthy of expulsion – and it seems he did if he was willing to make that statement – do charges really need to be filed? And if charges weren't filed, why suspend him at all? Meyer cited the fact Hyde didn't walk away and made a bad decision as explanation for the punishment. But is being in a bad situation worthy of a three-game suspension alone?

That leads us to the incident regarding Dunn.

A running back who'd rushed for just 291 yards during his three-year career at Ohio State, Dunn was accused of domestic assault when his girlfriend dialed a 911 operator and told the dispatcher: "My boyfriend hit me really bad." Meyer dismissed Dunn from the team shortly after the phone call, saying Dunn had violated team rules. Meyer didn't say why the senior was kicked out of the program, but it's clear the alleged assault was a factor.

Only thing is, there were no charges filed against Dunn at the time, only a civil protection order (charges were filed a few weeks later following Dunn's dismissal). If Meyer's previously-stated threshold for dismissing a player accused of violence against women was indeed a charge, shouldn't Dunn have only been suspended three games like Hyde?

Taken together, these cases don't seem to present a zero-tolerance policy. Instead, they look to describe a punishment system determined by the accused player's value to the football team.

When looked at in the light of Smith, there's no doubt the former coach brought a lot to the Buckeye program. Considered one of the top recruiters in the country, Smith helped the Buckeyes land high-profile prospects like Nick Bosa and Tate Martell during his tenure. He helped revamp the Ohio State recruiting culture in regards to the way it

uses social media.

He also, almost undeniably, repeatedly harmed his wife. Though we're still sorting through what precisely Urban Meyer knew and when, there's no controversy around the fact he knew Courtney Smith had accused her husband of abuse. Yet it took Meyer almost a decade after the original allegations against Smith to fire him.

If that doesn't seem like a zero-tolerance policy, that's because it isn't.

Ultimately, given the evidence, it seems like Meyer's strict, moral high-ground statements are a matter of convenience. And if that's the case, why even bother having a policy at all?

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Could Bob Stoops replace Urban Meyer at Ohio State?

Dan Wolken

USA TODAY

2 August 2018

Unlike most of college football's bluebloods, Ohio State has managed for the last half-century to avoid the peaks and valleys that have shaped the history of Alabama, Texas, Southern Cal and the rest. Any downward trend for the Buckeyes has been relatively short-lived, as their last three coaches – Urban Meyer, Jim Tressel and John Cooper – were all able to transition out of potential turbulence and quickly get Ohio State back into the top 10.

The Buckeyes' steadiness as a powerhouse could be tested again soon if the school chooses to part ways with Meyer, who was placed on administrative leave Wednesday as questions arose over how much he knew about domestic abuse allegations made by the wife of his former receivers coach Zach Smith over a period of several years.

Though the circumstances are entirely different and the outcome still uncertain, the current drama echoes the sudden collapse of Tressel's tenure amidst an NCAA scandal in May of 2011. As the Buckeyes played that season under interim coach Luke Fickell, the only story line that mattered was Ohio State's six-month courtship of Meyer, who was sitting out the season to hit the reset button on his health and career after "retiring" from Florida.

Likewise, should history repeat itself with the Buckeyes playing in 2018 under interim coach Ryan Day, all eyes in the coaching industry will be on another retired national championship coach with ties to the state of Ohio: Bob Stoops.

Among several college athletics insiders, who spoke to USA TODAY Sports on the condition of anonymity because of the sensitive nature of the situation, the consensus Thursday in analyzing a potential Ohio State coaching search was that Stoops would be in a class by himself as a candidate for the job with a fairly clear drop-off to the next tier of options.

What's less certain is whether the 57-year old Stoops, who somewhat surprisingly walked away from Oklahoma last summer, has any desire to coach again. Those who know Stoops best tend to believe he's done, but he's careful not to close the door.

"Sometimes you get in life something you don't like ... you have to do something different," he told USA TODAY Sports in December. "But I don't see that happening with me."

If Stoops had any inclination at all to come back, Ohio State could have more allure than any other job given his family's roots in Youngstown, where his father was a high school coach, and the potential to win big right away given the strong construction of the roster for the foreseeable future.

Of course, there could be more factors in play than just whether Stoops wants to coach again, including whether athletics director Gene Smith gets caught up in the controversy. Smith, who has been at Ohio State since 2005, is highly respected across college athletics and would have a much better chance of landing someone such as Stoops or another big name due to his gravitas and understanding what it takes to win at a championship level.

But if Meyer doesn't survive, this would be the second major scandal under his watch that would take down a national championship winning coach. In that event, Smith's job could very well be jeopardy, at which point a coaching search could take on an entirely different tenor.

Though Texas coach Tom Herman's name would be widely associated with an opening at Ohio State, there's skepticism across the industry that he'd be a real candidate for a variety of reasons including timing, having just entered his second year at Texas.

Other notable names such as Washington's Chris Petersen, Stanford's David Shaw and TCU's Gary Patterson come up in every high-profile coaching search, but they have remained unmovable to this point.

The good news for Ohio State is that its competition on the marketplace projects to be light if it had to do a search. With a mass of high-profile programs turning over recently, the only other elite-level jobs that would even have the potential to open this year are USC and LSU barring a scandal, surprise retirement or someone jumping to the NFL.

But the flip side of that is the pool of younger coaches who are established enough for a job like Ohio State and moveable from their current situations is relatively small. Virginia Tech's Justin Fuente would have the temperament and coaching chops to thrive in the Big Ten and South Carolina's Will Muschamp could put himself back on the map



for a blueblood job if the Gamecocks have the kind of season they expect. Baylor's Matt Rhule and Minnesota's P.J. Fleck showed big-time potential in turning around Group of Five schools but haven't had time to show they can do it yet in the Power Five.

Among that tier, the name that makes the most sense is Iowa State's Matt Campbell, the 38-year old from Massillon, Ohio, who played at the storied Division III powerhouse Mount Union and emerged as a hot coaching prospect by going 35-15 at Toledo. Leading Iowa State to 8-5 last year, including a victory over Oklahoma, was a coaching achievement that would certainly put him on Ohio State's radar.

The other X-factor would be how Day performs as the interim coach. The 39-year old offensive whiz from the Chip Kelly tree has a low profile nationally but a good reputation within the industry. Frankly, not knowing much about him may be to Ohio State's benefit in the near term. If he took over a uniquely chaotic situation and made the College Football Playoff anyway, it would certainly say a lot about his future as a head coach whether in Columbus or elsewhere.

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FAQ: What we know about Urban Meyer and the Ohio State investigation

Adam Rittenberg

ESPN

2 August 2018

Urban Meyer's coaching future is in limbo. Ohio State opens preseason camp Friday without knowing who will lead the team Sept. 1 against Oregon State. The university is investigating what the Buckeyes coaches, their wives and support staff knew and, perhaps more important, when they knew about the domestic incidents involving former assistant coach Zach Smith and his ex-wife, Courtney.

There are a lot of lingering questions. Here's what we know:

What is Urban Meyer's status?

Ohio State on Wednesday night placed the head coach on paid administrative leave as it conducts an investigation after Courtney Smith said several people close to Meyer knew of a 2015 allegation of domestic violence against her ex-husband. Meyer issued a statement saying he and athletic director Gene Smith agreed that "being on leave during this inquiry will facilitate its completion." Paid leave is often a precursor to termination, especially the way coaches' contracts are structured, but Ohio State's compliance office is investigating before any decisions will be made.

Offensive coordinator Ryan Day has been named acting head coach. Day, 39, joined the staff in early 2017 as co-offensive coordinator and quarterbacks coach. He was promoted to offensive coordinator after the 2017 season and given the primary playcalling duties. Day played quarterback at New Hampshire, under then-UNH offensive coordinator Chip Kelly. He was a graduate assistant for Meyer at Florida and became a coordinator at Temple and Boston College before rejoining Kelly with the NFL's Philadelphia Eagles and San Francisco 49ers. Day will lead a Buckeyes staff that includes former Rutgers and Tampa Bay Buccaneers coach Greg Schiano and former Indiana coach Kevin Wilson.

How long will Ohio State's investigation take?

The school has placed no timetable nor has it commented officially beyond Wednesday night's statement, which read in part: "We are focused on supporting our players and on getting to the truth as expeditiously as possible."

What set this in motion?

Last month, Zach Smith was charged with criminal trespass stemming from an incident on May 12, when he was dropping off their son at Courtney's apartment complex. Courtney said Zach violated a shared parenting plan by coming to her residence. Zach Smith's lawyer said his client was never arrested and pleaded not guilty to the fourth-degree misdemeanor, contending that he did not violate the parenting plan. In an interview with Stadium, Courtney said Zach's repeated violations of the terms of their divorce prompted her to go public about the years of alleged abuse.

What is the 2009 incident?

In June 2009, Zach Smith was arrested for aggravated battery on a pregnant victim after allegedly throwing Courtney Smith into a wall after an argument at their home in Gainesville, Florida, where Zach was working for Meyer with the University of Florida football program. Courtney Smith dropped the charges, saying Meyer's close friend Hiram deFries and mentor Earle Bruce, the former Ohio State coach and Zach's grandfather, encouraged her not to pursue legal action. Meyer said last month at Big Ten media days that he knew about the 2009 incident and that he and his wife, Shelley, had reached out to Zach and Courtney and encouraged them to seek counseling. Zach Smith remained on staff at Florida. When Meyer landed the Ohio State job in November 2011, he hired Smith as wide receivers coach.

What is the 2015 incident?

In October 2015, Powell (Ohio) police investigated Zach Smith for domestic violence against Courtney, from whom he was separated. Zach was not charged in the incident, but Courtney told reporter Brett McMurphy this week that she informed the wives of several Ohio State coaches, including Shelley Meyer, about what happened. McMurphy on Monday reported a text-message exchange between Courtney Smith and Lindsey Voltolini, wife of Ohio State football operations director Brian Voltolini, in which Lindsey wrote that Urban Meyer said Zach Smith denied the allegations. This is critically important because Urban Meyer, responding to McMurphy's initial report about the 2015 incident at Big Ten media day on July 23, denied any knowledge of the incident, saying, "I was never told about anything. Never anything came to light, never had a conversation about it." Courtney Smith told McMurphy this week that she believes Urban Meyer knew about the 2015 abuse, although she never received direct confirmation that he did. Ohio State fired Zach Smith the same day McMurphy first reported about the 2015 incident.

Who are Hiram deFries, Brian Voltolini and Amy Nicol?

The three longtime Meyer staff members all are important figures in this story. DeFries is a former lawyer and Shell Oil executive who has known Meyer since the early 1990s. He has followed Meyer from Utah to Florida to Ohio State, serving as an administrator and life skills consultant for the players. Voltolini has been part of Meyer's staff since Meyer's first head-coaching stop at Bowling Green. Nicol was the football secretary at Florida under Meyer and now serves as director of internal operations at Ohio State. McMurphy reported Wednesday that on the night of the 2009 incident in Gainesville, Zach Smith brought Nicol home, telling Courtney that Nicol had broken up with her boyfriend and needed to spend the night at their house. Courtney refused and drove Nicol home. When she returned, the argument with Zach ensued.

What is Shelley Meyer's role?

Courtney Smith told McMurphy that she communicated regularly with Shelley Meyer throughout the years of alleged abuse by Zach. In a 2015 text-message exchange that McMurphy reported, Shelley asked Courtney whether she obtained a restraining order against Zach and referred to pictures of bruises that Courtney had sent her. Shelley Meyer reportedly wrote, "He [Zach Smith] scares me." Courtney said Shelley often would check on her and did all she could to help the situation. She believes Shelley Meyer informed Urban of the abuse, but said she was never told that Shelley Meyer had told her husband about the allegations at the time.

What's next?

Friday's hearing to discuss Courtney Smith's complaint against Zach has been postponed to Sept. 14 after both sides agreed to an expedited discovery process to assess her claims. Zach Smith is set to appear in court Aug. 22 for a hearing associated with the criminal trespassing charge. Ohio State announced Thursday that all media availability with coaches and players has been canceled for the foreseeable future, and practices will be closed. An update on media availability is expected Monday, according to a team spokesman.

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Mandel: When will coaches like Urban Meyer learn from others' mistakes?

Stewart Mandel

The Athletic

2 August 2018

Less than two weeks ago, the biggest concern in Urban Meyer's football orbit likely was who his starting quarterback will be against Oregon State.

A little over a week ago, he flew to Chicago thinking he'd be spending his annual Big Ten Media Days appearance fielding questions about the usual mindless preseason chatter.

That the three-time national championship coach would begin preseason camp this week on paid administrative leave — his job very much in jeopardy amid a pending university investigation — did not seem like a remote possibility until Brett McMurphy's latest bombshell report about former Buckeyes assistant Zach Smith on Wednesday morning.

And yet, here we are. And based on everything that's been reported, this drastic turn of events somehow doesn't seem all that surprising. If we've learned anything in college sports this decade, it's that truly no one is untouchable. Not when it comes to allegations of violence by the members of one's program.

Joe Paterno was the winningest coach in FBS history. He'd been the coach of Penn State for 45 years. He was fired within days of a grand jury indictment that indicated Paterno was told about one of Jerry Sandusky's alleged assaults of a young boy.

Art Briles turned Baylor from perennial Big 12 doormat into back-to-back Big 12 champion and prompted the school to build a new stadium. But when a series of investigative reports uncovered a history of sexual violence by his

players, Briles and virtually everyone else associated with the Bears' rise to prominence was ousted.

Meyer isn't fired yet. But Ohio State is concerned enough about the possibility to keep him off the sidelines when practice opens Friday. And frankly, after some of his galling statements at last week's Media Days blew up in his face Wednesday, the onus will be on Meyer to prove he didn't entrust his 18-to-22-year-old wide receivers to a grown man he knew to be violent and dangerous. Per his most recent contract, he can be fired for cause if he failed to "promptly report to Ohio State's Deputy Title IX Coordinator for Athletics any known violations of Ohio State's Sexual Misconduct Policy."

Meyer admitted last week that he notified his bosses following Smith's 2009 arrest for allegedly throwing his then-pregnant wife Courtney against a wall. He said Smith was an "intern" on his Florida staff at the time, and Meyer basically insinuated that the whole thing was just a case of a young couple figuring things out. "Domestic issues are a lot of 'he said, she said,' " he said most dubiously.

And maybe that explanation would have held water if we didn't learn over the next week that Smith was apparently a repeat domestic abuser — with pictures and text messages to prove it. And that at the very least, Meyer's own wife, Shelley, knew all about it.

The question at the center of Ohio State's investigation will be this: Was Urban Meyer telling the truth last week when he said he knew nothing of a 2015 domestic incident (we found out later there were multiple incidents) in which police were called to Courtney Smith's house? Meyer, on at least two separate occasions in Chicago, dismissed that idea like it was pure crazy-talk.

"I got a text late last night something happened in 2015 and there was nothing; once again, there's nothing," he said of McMurphy's initial report. "I don't know who creates a story like that."

Flash forward to Wednesday when Courtney Smith told Stadium's Kristen Balboni in an on-camera interview that she decided to come forward in 2015 and tell Shelley Meyer because the couple was now separated, but Zach Smith was still abusing her. McMurphy published a text exchange the two had at the time. At one point Shelley Meyer asked, "Do u have a restraining order? He scares me."

Shelley Meyer is as visible a coach's wife as any in the country, a frequent visitor to the football building and, as Urban Meyer is the first to acknowledge, a close confidant of her husband's. The notion that she wouldn't have shared any of this with Urban seems highly naïve. Meanwhile, a Cleveland.com report Wednesday uncovered nine police reports over the past four-and-a-half years involving domestic disputes between the couple. Are we really to believe none of those made it to the desk of the most powerful person in Columbus?

Courtney Smith's own theory is that Urban Meyer did know of these alleged incidents but chose to believe the accounts of his loyal assistant — who presumably tried to discredit his ex-wife. After all, this was the grandson of Meyer's close mentor, Earle Bruce, who passed away earlier this year. He was practically family.

"I do believe (Meyer) knew and instead he chose to help the abuser and enable the abuser," Courtney Smith told Stadium.

If that is indeed the case, it would strike a familiar pattern.

Football coaches are famously insular. They spend long hours holed up in windowless offices watching film. They talk to the same 15-20 people every day and shut out everyone on the "outside." They refer to the members of their football program as a "family," emphasizing the special bond that they share.

And as a result, they can be unfailingly trusting of those in their inner circle — to a fault. It's how the gruff Paterno could somehow miss ample warning signs that his longtime former assistant was a pedophile. It's how Briles and staff could treat allegations of serious crimes against their players as primarily annoying distractions that needed to be stamped out.

And it's why Meyer may have just torpedoed his career when at any point in the past three years he could have easily put his lowest-paid assistant out to pasture. If Meyer couldn't grasp that Smith had no business holding a job on a college campus mentoring young men, shame on him.

It seems like every time another one of these scandals breaks we find ourselves asking: When will these guys ever learn?

After Penn State, we wanted to believe football coaches would be extra vigilant when it came to reporting sexual abuse to the proper authorities. But then Baylor happened. After which we thought surely coaches would take the issue of violence against women extremely seriously. Now, of all coaches, Urban Meyer — he of the "Treat Women With Respect" sign on a wall listing his core values — seemingly failed to do just that.

On the heels of Ohio State's announcement, noted sexual assault survivor advocate Brenda Tracy tweeted: "Coaches, if your house is not in order then I recommend you fix it ASAP. The days of ignoring, hiding, pretending like it'll be OK, making excuses and sweeping it under the rug are over."



And she's right. In 2018, not even a coach as accomplished as Meyer is immune from possible termination if there's even an appearance of enabling violence against women. However this investigation turns out, it will serve as yet another warning sign to his peers. Maybe, just maybe, they'll heed one for a change.

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Urban Meyer: A timeline of the college football coach's career

Paul Myerberg

USA TODAY

2 August 2018

Urban Meyer has been a fixture in college football for more than 30 years, first as an assistant at some of the sport's top programs and next as one of the most successful head coaches of this or any era.

With that success has come controversy. The latest, that Meyer was possibly aware of allegations of domestic abuse involving a former assistant coach, may lead to his dismissal from Ohio State. Earlier controversies from his time at Florida plagued Meyer even after his departure from the program in 2010.

The one constant: winning. Should Meyer be fired or resign, Alabama's Nick Saban will be the lone active coach in the Football Bowl Subdivision with multiple national championships. Here's a look at Meyer's coaching career, which began and may end at the same place — Ohio State.

1986

Meyer graduates from Cincinnati, where he played defensive back, and is hired by then-Ohio State coach Earle Bruce — the grandfather of former wide receivers coach Zach Smith — as a graduate assistant. He spends two years in that position before spending 1988 and 1989 as an assistant coach at Illinois State.

1990

Meyer's first break comes as the wide receivers coach at Colorado State, reuniting with Bruce, who was fired at Ohio State following the 1987 season. Meyer spends six seasons in that position with the Rams.

1996

Meyer is hired at Notre Dame, again to coach the wide receivers, under Lou Holtz. Meyer got the job through Holtz's son, Skip, who knew Meyer from his stint at Colorado State. Meyer would remain on the Fighting Irish staff when Holtz was replaced in 1997 by Bob Davie, and would continue in the position through 2000.

2001

Now 36, Meyer is hired by a Bowling Green program coming off a two-win season in 2000. He quickly turned the Falcons into a Mid-American Conference contender. Bowling Green won eight games in Meyer's first season and nine games a year later, making his 73.9% winning percentage the second-best in program history.

2003

Meyer took another step up the coaching ladder by moving to Utah, then a member of the Mountain West Conference, and as at Bowling Green was quickly able to turn the Utes into a conference and national contender. After going 10-2 and securing a spot in the Top 25 in 2003, Meyer's second team — led by an eventual No. 1 overall pick in quarterback Alex Smith — went 11-0 in the regular season and earned a spot in the Bowl Championship Series, where it defeated Pittsburgh in the Fiesta Bowl.

2005

Meyer's rise into the hottest coaching name in college football was complete: Notre Dame was fast after his services, with a consensus that Meyer would sign on as Tyrone Willingham's replacement, but he instead chose Florida. "At the University of Florida, you have everything in place to make a run at the whole thing, and that was a factor," he said. His first team went 9-3 and finished No. 16 in the final poll, but Meyer's biggest win came on the recruiting trail: Florida won the battle for Tim Tebow.

2006

The first of Meyer's three national championships. With Tebow part of a two-quarterback rotation, the Gators lost just once, to Auburn in October, and swamped Ohio State, 41-14, in the BCS national championship game.

2008

And there was a second title. The 2007 season was highlighted by Tebow's Heisman Trophy yet marked a disappointment, with just nine wins and a third-place finish in the SEC East. The 2008 team is widely viewed as one of the best of the BCS era, driven by Tebow, a loaded roster of future NFL contributors and a mentality forged by an avoidable regular-season loss to Mississippi.

Dec. 26, 2009

Citing a recent medical scare following a loss to Alabama in the SEC title game and a desire to spend more time with his family, Meyer resigns as Florida's head coach. Temporarily, at least. He would coach in Florida's bowl game, a win against Cincinnati. He then returned to full-time duties in March.

Dec. 8, 2010

Meyer resigns, this time for good. "I know it is time to put my focus on my family and life away from the field," he said in a statement. The Gators struggled through a grinding regular season and win the Outback Bowl to finish 8-5, though outside of the Top 25. It's the worst finish of Meyer's coaching career.

2011

Meyer spends the 2011 season as an analyst and color commentator for ESPN.

Nov. 28, 2011

After nearly two weeks of publicly denying reports linking him to the open Ohio State job — his predecessor, Jim Tressel, was fired for lying to his superiors about NCAA sanctions — Meyer is named as the Buckeyes' next head coach.

2012

His first team runs the table, going a perfect 12-0 and capping its regular season with a win against Michigan, but is ineligible for the conference title game and resulting bowl berth due to preexisting NCAA sanctions. The Buckeyes finish No. 3 in the Associated Press poll, however, and the program is off and running.

2014

The third national title of Meyer's career came in the first year of the College Football Playoff, and placed Meyer in elite company: as just the third coach in FBS history to win championships and two different universities. While a controversial pick for the playoff field, OSU upset Alabama and then ran over Oregon to capture the title.

2017

Ohio State captures the Big Ten championship with a narrow win against Wisconsin but is left just outside the playoff field.

Aug. 1, 2018

Ohio State places Meyer on administrative leave as it investigates whether or not he was aware of the allegations of domestic abuse involving former wide receivers coach Zach Smith, an original hire on his OSU staff in 2012. While Meyer denied at Big Ten media days knowing of a 2015 incident involving Smith, recent reports indicate he may have been informed by his wife, Shelley, who was in communication with Smith's ex-wife.

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What's next for Urban Meyer and Ohio State? 11 thoughts

Ari Wasserman

The Athletic

2 August 2018

Ohio State announced Wednesday evening that it put Urban Meyer on paid administrative leave as it conducts its own investigation into the handling of the Zach Smith situation, which put Meyer's future in question.

Eleven thoughts on what this all means:

1. When it turned into six hours of silence from Ohio State since Brett McMurphy broke the news Wednesday morning, that's when it really started to hit me that there was a legitimate chance Meyer would be fired later in the day. So when I got the email at 6:05 p.m. EDT saying Meyer was put on administrative leave, my initial reaction was that this was the right play by Ohio State — no drastic decisions regarding Meyer's future while buying some time to let the dust settle.

Ohio State needs to know what Meyer knew and when he knew it if the program has any designs of coming up with a strategy for keeping him. Remember, Meyer is more important to this football program than anyone can even imagine, and that fact isn't lost on the higher-ups at Ohio State. If they can find a rational way to keep him that makes sense, I'm assuming they'll do everything they can to do that. All that said, I think no firing today means Meyer isn't 100 percent done just yet.

2. But the more I think about what happened, the more I struggle to come up with a plausible way Ohio State can keep Meyer. Perhaps its own investigation will yield different results than the McMurphy reports and the subsequent reports after them, but that changes everything we're talking about here. As things stand right now — and assuming the tremendous amount of reporting done in this case is accurate information — what really can you say to keep Meyer? According to all the information we have today, Meyer knew about Zach Smith's alleged abuse in 2009 and

retained him on the staff at Florida, he knew about a reoccurrence of that behavior in 2015 and then he lied about having any knowledge of 2015 at Big Ten Media Days last week. If that's all accurate information, Meyer is probably finished at Ohio State.

3. Remember back seven long years ago when Jim Tressel was fired after the "Tat-Gate" scandal. Tressel was fired for lying to the NCAA and protecting players who sold memorabilia that belonged to them. We're talking about alleged continued abuse from an assistant coach toward a woman and a cover-up of that information. If Tressel got fired for "Tat-Gate," how do you even debate whether Meyer should stay?

4. If all of the information we have right now is true, what could Meyer possibly do to salvage his job? He could come out and say that he loved Earle Bruce like a father and because of that wanted to help Smith — Bruce's grandson — get his life back on track. He could say that his love for Bruce blinded his judgment with Smith. Meyer could then apologize for his error in judgment by keeping Smith a part of his Florida staff in 2009, hiring him again in 2012 and doing nothing in 2015. Maybe people would accept his apology and want to move forward, but if that's Meyer's best play moving forward, I don't think Ohio State can keep him.

5. What's tough for Meyer is that if he would have said all of those things at Big Ten Media Days last week, he'd have a much better shot at keeping his job. Keeping someone like Smith with a history of violence against his now-ex-wife was an error in judgment — and nobody really can debate that — but you could sympathize with Meyer about protecting Smith if he was just honest about it when confronted.

6. Remember the three main tenets of Ohio State's program: Honesty, treat women with respect, and no drugs, no stealing and no weapons. Honesty is crucial here. Coaches can survive mistakes, but they often can't survive lying. Meyer put his career and legacy on the line in Chicago if he lied, and this could be the beginning of the punishment for that.

7. There are two ways to look at "paid administrative leave." One, it could be Ohio State buying itself some time to decide whether there's a feasible plan to keep Meyer. Or two, it could be the process of going through Meyer's contract, figuring out a severance plan and completing the dismissal. Nobody knows which one it is yet.

8. Meyer signed a new two-year extension through the 2022 season that added three important provisions for his employment that are relevant to what we're talking about here. Bryan Fischer of College Football Talk posted excerpts of Meyer's latest contract, and here are the provisions that could wind up costing Meyer his job as this review takes place:

- "Coach shall promptly report to Ohio State's Deputy Title IX Coordinator for Athletics any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff that is in connection with a



university-sponsored activity or event.”

- “A known violation shall mean a violation or an allegation of a violation of Title IX that Coach is aware of or has reasonable cause to believe is taking place or may have taken place.”
- “Any known violations of Ohio State’s Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff that is in connection with a university-sponsored activity or event.”

9. If Meyer survives this, I have a hard time figuring out how he’d explain it to families as he continues to try to assemble top-five recruiting classes. This is going to have a lasting impact regardless of what happens.

10. Ohio State made the right move by making Ryan Day — not Greg Schiano or Kevin Wilson — the interim head coach during the review. Yes, Schiano and Wilson are two very qualified coaches who have been head coaches at Big Ten programs, but both of them have stuff attached to their name — right or wrong — that could make for more distraction at a time the Buckeyes hope will quiet down. Wilson was fired from Indiana for alleged abuse against a player and Schiano was a part of a circus when he was temporarily hired as Tennessee’s coach after the season, only to see that job ripped away when social media uproar caused question as to whether he knew anything about the Penn State scandal when he was an assistant for Joe Paterno. Ohio State took the safe and smart route when giving Day the responsibility, and it’s important to remember Day turned down a job to be a head coach in the SEC to stay at Ohio State. He also got a hefty raise, so now his work is cut out for him.

11. Meyer is one of the best coaches — if not the best coach — in Ohio State history, but nobody is bigger than the program. It seemed like Meyer was going to get to coach at Ohio State until he decided to retire, but now it’s possible (and probably likely) that his tenure will end like all the other Buckeyes coaching legends — by being fired.

— Reported from Columbus

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**Sent:** 8/2/2018 4:51 PM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Urban Meyer needed to tell the truth about Zach Smith, and report indicates he didn't — which is a major problem

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Urban Meyer needed to tell the truth about Zach Smith, and report indicates he didn't — which is a major problem

Ari Wasserman

The Athletic

2 August 2018

Urban Meyer fired Zach Smith 10 days ago after a string of alleged instances of domestic abuse against the assistant coach dating to 2008 came to light, and despite those incidents, Smith remained employed by Meyer at both Florida and Ohio State for the better part of the past decade.

The day after Smith was fired — once all the information had become public — Meyer was due to get extensive questioning from reporters at Big Ten Media Days regarding what he knew, when he knew it and why he kept Smith on his staff over the years.

The priority was to be honest. He needed to be. There was no other choice, even if the truth looked pretty bad to outsiders.

Now Meyer could be in trouble.

According to a report from former ESPN reporter Brett McMurphy, who had an extensive interview with Smith's ex-wife, Courtney — the victim of Smith's alleged abuse — there are text messages, pictures and quotes that suggest Meyer was dishonest last week about knowing about a reported 2015 incident of abuse between Smith and his now ex-wife.

McMurphy obtained a text message from Courtney to Meyer's wife, Shelley, and other Ohio State coaches' wives that

apparently show Meyer and a number of Ohio State assistant coaches have been aware of Smith's domestic violence issues for years.

"Shelley said she was going to have to tell Urban," Courtney Smith told McMurphy. "I said: 'That's fine, you should tell Urban.' I know Shelley did everything she could."

Courtney later said: "All of (the coaches') wives knew. They all did. Every single one."

Also according to McMurphy's report, there's a text message on Nov. 5, 2015, that's an exchange between Courtney and Lindsey Voltolini, the wife of Ohio State director of football operations Brian Voltolini — one of Meyer's right-hand men. In that text message, Lindsey said Smith and Meyer had a discussion about the alleged incident in 2015 and Smith "denied everything."

A little more than a week ago with Smith already fired, Meyer said this when asked if he knew about the 2015 incident between Smith and Courtney: "I can't say it didn't happen because I wasn't there. I was never told about anything and nothing ever came to light. I've never had a conversation about it. I know nothing about it. First I heard about that was last night. No, and I asked some people back at the office to call and say what happened and they came back and said they know nothing about it."

If that was a lie, this could mean big trouble for Meyer and Ohio State.

Meyer said he knew of the first reported incident of abuse from Smith in 2009 when Smith was a graduate assistant on Florida's staff: "My comments about '09, obviously a long time ago, but whenever you get an accusation, you contact your superior, you find out what happened and let the people do their jobs. Then, I guess, you let legal course to run its course and you ask them because they are experts. They came back to me and we found out what happened according to both parties, according to everything. We met with them, there were no charges, everything was dropped. It was a very young couple, and I saw a very talented young coach. And we moved forward."

His decision to retain Smith at Florida in 2009 and later hire him at Ohio State in 2012 was questionable given the initial incident. To some, it's hard to rationalize hiring and putting anyone who might have a history of violence against women in a position to coach and recruit teenagers, especially when violence against women violates one of the three main tenets of Meyer's programs.

But given Meyer's close relationship with the late Earle Bruce — a former Ohio State head coach and Smith's grandfather — it seemed as if Meyer was hoping to give Smith a second chance to get his life back on track. And according to Meyer in Chicago, it was a one-time incident in 2009 that everyone moved past and he had absolutely no

knowledge of reoccurring incidents of abuse. So Meyer, in essence, pleaded ignorance.

This is what happens when you play the ignorance card. Either it's true and it makes for an acceptable story at the time, or it turns out to be a lie and it leads to major problems.

Former Ohio State coach Jim Tressel was fired in 2011 for lying to the NCAA about a cash-for-memorabilia scandal infamously referred to as "Tattoo-gate." He was eventually fired for lies in a scandal about players selling things that already belonged to them for money, something far less important than abuse against women.

You just can't lie in these situations.

And now that it seems as if Meyer did, this is very bad for him.

— Reported from Columbus

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**Sent:** 8/2/2018 4:51 PM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Urban Meyer and Ohio State: What we know so far

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Urban Meyer and Ohio State: What we know so far

Summer Cartwright

Columbus Dispatch

2 August 2018

Ohio State University announced Wednesday that head football coach Urban Meyer would be placed on paid leave while the school investigates what he knew about allegations of domestic violence involving a former assistant coach.

In a report published online by a former ESPN staffer Brett McMurphy, Courtney Smith detailed the allegations involving her husband Zach Smith. The report came a little more than a week after Courtney Smith filed a civil protection order against Zach Smith. He was fired July 23, three days after the protection order was filed.

Here's what we know so far:

The only details released about the investigation are its focus: "supporting our players and on getting the truth as expeditiously as possible."

During the investigation, Meyer will receive paid leave, an action that he said he agreed upon with Athletic Director Gene Smith, saying in a statement that the time away will allow the team "to conduct training camp with minimal distraction."

Zach Smith's grandfather is Earle Bruce, a former Ohio State football coach who hired Meyer in 1986 as an assistant. Meyer thought of Bruce as a second father, and watched Zach Smith grow up.

Zach Smith was a walk-on at Bowling Green while Meyer was a coach, and served as an intern to Meyer's Florida team.

After spending five seasons with Meyer at Florida, Zach was an assistant at Marshall in 2010 and Temple in 2011. Meyer and Smith were reunited the following season when Meyer returned to coaching at Ohio State.

Of Meyer's original 2012 Ohio State staff, Zach Smith was the last remaining up until his firing.

### The abuse allegations

At least nine domestic dispute reports by the Powell police department have included Courtney or Zach Smith's names. Zach Smith has never been convicted of domestic violence.

The first documented time Zach Smith allegedly physically abused his wife was June 21, 2009 in Gainesville, Fla. Courtney Smith, then 24, was 8-10 weeks pregnant. Zach Smith was arrested after the incident.

On Oct. 25, 2015, Courtney and Zach were separated. Zach came by her house, an argument ensued and then Courtney said he assaulted her. A report with the Powell police was filed on Oct. 26, 2015.

On Nov. 9, 2015, a menacing and stalking charge was filed against Zach Smith.

In July 2018, Courtney Smith filed a civil protection order against him.

### Meyer says he knew of 2009 abuse

At a Big Ten football media gathering last week, Meyer said he was aware of a 2009 domestic battery charge Courtney Smith filed against Zach Smith.

He said he and his wife, Shelley, advised the couple to seek counseling.

## Meyer says he didn't know of 2015 abuse

At the same media gathering, Meyer said he had no knowledge of a 2015 incident in which Powell police were called to Courtney Smith's home.

"I was never told about anything. Never anything came to light. I never had a conversation about it. So I know nothing about that. The first I heard about it was last night," Meyer said. "I asked people back at the office to call and see what happened, and they came back and said they know nothing about it."

## Shelley Meyer allegedly texted with Courtney Smith about abuse

In the first-published report, Courtney Smith says she texted with Shelley Meyer about the abuse. Screenshots of the alleged messages show conversations detailing whether Courtney Smith filed a restraining order.

"Shelley said she was going to have to tell Urban," Courtney Smith told the website Stadium in a taped interview. "I said, 'That's fine. You should tell Urban. We can't have somebody like this coaching young men.'"

In the same taped interview, Courtney Smith said she believes Urban Meyer knew.

"I do believe he knew and instead he chose to believe the abuser and enable the abuser," Courtney Smith said.

## Zach Smith's attorney says he didn't tell Urban

Zach Smith refused to tell Meyer of the 2018 trespassing incident, among others, his attorney Bradley Koffel said in a text message to The Dispatch on Wednesday.

"I now understand why Zach compartmentalized the info — to protect Urban," Koeffel said. "You cannot impute every family argument involving an employee and his wife to the CEO of a company or the head coach of a large football program."

## Meyer's contract



Meyer's \$8.49 million contract runs through Jan. 31, 2023. According to the agreement, he must "promptly report to Ohio State's Title IX Coordinator for Athletics any known violations of Ohio State's Sexual Misconduct Policy (including but not limited to sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty or staff."

Ryan Day is interim coach

Offensive coordinator Ryan Day will serve as acting coach throughout the investigation. Former Ohio State receiver Brian Hartline is the interim wide receivers coach, replacing Zach Smith.

Day will lead the team when fall camp begins Friday. For now, media access has been shutdown to all coaches and players.

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**Sent:** 8/2/2018 4:51 PM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Meyer's blind ambition could be his Ohio State downfall

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Gene Frenette: Meyer's blind ambition could be his Ohio State downfall

Gene Frenette

Florida Times-Union

2 August 2018

This time, the most disingenuous college football coach of his generation might have gone too far. Urban Meyer apparently crossed a big line and it should cost him both his Ohio State job and his legacy.

Even by Meyer's win-at-all-costs approach, it's stunning he would risk jeopardizing his career by being so callously loyal to longtime assistant coach Zach Smith, albeit the grandson of Earle Bruce, the late OSU coach and former boss that Meyer thought of as a mentor.

Anyone watching Meyer in action, going back to his successful but turbulent days at Florida, knows of his all-consuming drive to win national championships. It's well documented he let nothing get in the way of that goal, as evidenced later by Meyer looking the other way on the late Aaron Hernandez's violent off-the-field activities and the long rap sheet of UF players.

However, no coach can win anything without first checking the self-preservation box. That has to come before anything else. But in this instance with Smith, it appears Meyer was willing to imperil his own career to protect a serial spousal abuser. And for what, out of some longstanding obligation to Bruce, who passed away four months ago?

Under no circumstances can friendship or winning get in the way of a college football coach not firing a repeated domestic abuser on his own staff, #metoo movement or not. Beyond self-defense, there's no defending violence against any woman.

It doesn't matter what motivated Meyer to keep Smith employed all these years, especially after Courtney informed Meyer's wife, Shelley -- a nursing instructor at Ohio State -- and other staff wives about the abuse back in 2015, as outlined by college football reporter Brett McMurphy on his Facebook account. What defies belief is the willingness of Meyer to let Smith's long history of domestic violence go unchecked, dating back to employment on the UF staff, which now might well lead to his own downfall.

It's hard to see a pathway for Ohio State, which has placed Meyer on paid administrative leave, to keep him unless it somehow buys the notion of Shelley never informing her husband of what his assistant coach did. Courtney said in a separate interview that Urban's wife told her in 2015 she would inform her husband. So to think now that didn't happen seems unfathomable, given how seriously Shelley took the text messages she received from Courtney.

Since Meyer didn't feel compelled to fire Smith until last week, right after his spousal abuse history became public knowledge, it only adds to the strong perception that he engaged in a cover-up for three years to protect an assistant and the image of the Buckeyes' program.

If that's the case, Meyer won't survive the PR hit. There's no way Ohio State can justify keeping a coach -- one known by many observers as Urban Liar when he was at UF -- who would stoop to covering up domestic violence within his own program, not to mention potentially violating federal Title IX laws in the process. Remember, this is the same school that dismissed Meyer predecessor Jim Tressel for his role in the Tattoogate scandal, which is jaywalking compared to what the OSU investigation may find on Meyer.

He has at least one staunch advocate in Jay Paterno, son of the late Penn State coaching legend, Joe, who saw his career end in disgrace as a result of the Jerry Sandusky scandal. Jay implored Ohio State on his website to not give in to a "mob mentality" and rush to judgment on Meyer. That sounds good in theory, but the reporting by McMurphy on this story has no anonymous sources and has documented text messages between the victim and Shelley Meyer.

If Meyer somehow survives and coaches the Buckeyes in 2018, Ohio State will see significant pushback, especially from women. For a football coach at any level, leading young men is a privilege and setting a good example is paramount. Some wrongdoing by college players or coaches can be tolerated, punishable by a suspension of some sort, but domestic abuse should be a game-changer for the offender. And a head coach covering it up is every bit as troubling.

If that's what Meyer did in denying last week at the Big Ten Media Day that he knew about Smith's repeat offense in 2015, then his career and legacy is forever altered.

His 2014 national championship with the Buckeyes can no longer be viewed in the same celebratory light, and to a lesser degree, the same holds true for Meyer's titles at Florida in 2006 and 2008.

There's a stain that can't be washed away on all those trophies because Meyer undeniably turned a blind eye to keep certain skeletons in the closet.

It's a shame because so many hard-working coaches and players on his teams deserved better, but Meyer was too much of an ego maniac to see the potential damage of overlooking things more important than winning. While he's not the first flawed coach in that respect, there's also a consistent pattern on his resume besides a phenomenal record (177-31, .850).

Barring an unforeseen turn of events, a three-time national championship coach may soon be facing a disgraceful exit. Urban Meyer should be Urban Goner, and he will have only his blind ambition to blame.

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**Sent:** 8/2/2018 4:50 PM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Pressure is on Ohio State to do the right thing with Urban Meyer

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Michael Arace | Pressure is on Ohio State to do the right thing with Urban Meyer

Michael Arace

Columbus Dispatch

2 August 2018

It's Wednesday evening and the television is on in the background, tuned to ESPN, and there are a lot of football people breaking down a case of domestic violence.

They're asking, "What did Urban Meyer know and when did he know it?" They're speculating about whether Meyer, the Ohio State football coach, lied to the world during the Big Ten media gathering last week. They're cautioning not to jump to conclusions until all the facts are known.

An hour earlier, it was announced that Ohio State had placed Meyer on paid administrative leave. This came nine days after Meyer fired his receivers coach, Zach Smith, when a report surfaced, among other things, that Smith had been charged with aggravated domestic battery in 2009. (Back then, Meyer and Smith were coaching at the University of Florida.)

Since, at least nine reports by the Powell police department have included Smith's name or his wife's — Courtney Smith — involving domestic disputes. The reports are dated from January 2012 through July 2018.

Among the reports is an alleged incident of domestic abuse in October 2015. It was brought to light last week by veteran college football reporter Brett McMurphy. Meyer at first denied knowledge of the report. Then he said he didn't find out about it until recently. And now ESPN is on, and there's a former player on the phone talking about what a great guy Urban Meyer is.

Courtney Smith is in the wilderness here. Courtney Smith has confided in McMurphy, who has remained in front of this story. Courtney Smith said she told Meyer's wife, Shelley, about what was going on back in 2015, said she has the text messages to prove it.

On Wednesday, a video interview was posted and, in it, Courtney Smith tells her story. She shows pictures of abrasions she had on her neck and one of her arms.

What did Urban know and when did he know it?

Is that really the question the great state university should be asking as it conducts an internal investigation? (Hopefully, they're using different investigators than the crack team that looked into Jim Tressel's coverup of Tattoogate in 2011.)

As ESPN shifted to coverage of the MLS All-Star Game, I surfed over to the Ohio Domestic Violence Network's media guide, which has useful information for journalists who have a mother, a wife or a daughter.

On the list of 10 things to know: Domestic violence is rarely an isolated incident; a batterer's tactics are usually broader than physical violence and threats of physical violence; other tactics include extreme monitoring of a victim's activities and communications, threats or actual abuse of children; separation or leaving is the deadliest time for domestic violence.

What do we know?

Zach Smith and Courtney Smith divorced in 2016.

Zach Smith is a grandson of Earle Bruce, the noted Ohio State football coach who died in April. Meyer worked for Bruce and considered him a mentor.

Shelley Meyer is a registered nurse and an instructor of clinical practice at Ohio State.

We also know that, in 2011, when then-OSU president E. Gordon Gee was asked in a news conference whether he had given any thought to firing Tressel, Gee said, "I'm just hoping the coach doesn't dismiss me."

Ha, ha, ha.

The present scandal isn't funny. It looks like a case of domestic violence has been ignored, at least, and possibly covered up. There may be serious Title IX issues involved, and if Urban Meyer and/or Shelley Meyer did not report what they knew, when they knew it, it could be grounds for firing. See: University Policy, Section 1.15.

When OSU President Michael Drake shows up on ESPN — soon, hopefully — it would be best if athletic director Gene Smith isn't there as his sideman and that Urban Meyer is nowhere in the picture.

Do the right thing. Given the many scandalous clouds that surround the great state university, it would be novel and welcome.

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**From:** "Smith, Eugene"  
**Sent:** 8/2/2018 4:00 PM  
**To:** "Michael George" <mgeorge18@gmail.com>  
**CC:**  
**Subject:** RE: Coach Urban Meyer

---

Thank you for your comments Mr. George, they are greatly appreciated, gene

**From:** Michael George [mailto:mgeorge18@gmail.com]  
**Sent:** Thursday, August 02, 2018 2:36 PM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Coach Urban Meyer

Dear Director Smith,

My name is Mike George. I am a 1978 graduate of Ohio State, a lifelong resident of Columbus and a lifelong fan of almost everything Ohio State does. I have been a club seat ticket holder for both basketball and football for many years. My wife Debbie and I also recently started funding a scholarship program for Ohio State students from the high schools in the areas some of my businesses are located. We are grateful and happy to be able to do these things.

The Urban Meyer situation has really angered me. Of course I don't know all the facts, but based on previous actions, I fear the Athletic Department and Administration is not going to even consider standing behind Coach Meyer. It certainly appears he made some mistakes. But do they rise to level of termination? Or is the University just looking at it from a view of possible liability in the future. I'm sorry, but sometimes you have to take a chance and go to bat for a person that has done everything thing you have asked him to do in his job. Fear of lawsuits or damage to "image" shouldn't trump doing right by the employee.

Ohio State has gone all in on athletics. They use athletics to raise a lot of money for other important things the university does. And many of us who support the university also enjoy the athletics part of it. For Ohio State to encourage and cultivate that, then possibly pull the rug out from under a person who has done so much to further your exact mission seems very, very hypocritical.

For once I would like to see Ohio State stand behind Urban Meyer and say "Coach Meyer definitely made some mistakes and he will be disciplined for them. But we do not believe they rise to the level of termination, considering everything this man has done for this university." (Not to mention the fact that he seemed to be trying to help a family he loved and was very close to).

I am hopeful that will happen. I never thought my support for Ohio State could be weakened, but this issue and its possible outcome has caused me to really think about it. Please don't view this a some kind of threat, but if I feel this way, there are probably many more Buckeyes who feel the same and just want to make you aware.

Thank you for your time,

Respectfully,

--

Michael George

*Kelly's Market*  
*Ashville IGA*  
*Express Beverage Center*  
*Ashville Beverage Center*



**From:** "Smith, Eugene"

**Sent:** 8/2/2018 3:58 PM

**To:** "Jeff McDaniel" <mcmack2501@embarqmail.com>, "President Michael V. Drake" <drake.379@osu.edu>

**CC:**

**Subject:** RE: Urban Meyer

---

Thank you for your comments, they are appreciated, gene

**From:** Jeff McDaniel [mailto:mcmack2501@embarqmail.com]

**Sent:** Thursday, August 02, 2018 1:05 PM

**To:** Smith, Eugene <smith.5407@osu.edu>; President Michael V. Drake <drake.379@osu.edu>

**Subject:** Urban Meyer

Gentlemen,

If Urban Meyer is fired without 100%, definitive proof that he knew of suspected domestic violence and failed to report it, and therefore violated the terms of his contract, that would be shameful. And spineless. Bob Stoops mishandled violence by one of his players. Not fired. Tom Izzo, same, but multiple players. Not fired. Brian Kelly essentially killed a person. Not fired. But it wouldn't surprise me at all if Meyer is spinelessly fired solely due to the media firestorm.

If Meyer is fired, with our without said definitive proof, Gene Smith also should be fired, as this would be two very ugly terminations of the University's highest-profile employee under his watch. If the University demands accountability from coaches and players, it should demand it from the AD.

Thank you,  
Jeff McDaniel  
Class of 1993

**From:** "Smith, Eugene"  
**Sent:** 8/2/2018 3:55 PM  
**To:** "Jorn Schaffner" <jorn@osumsolutions.com>  
**CC:**  
**Subject:** RE: Full Support of Urban Meyer

---

Thank you for your comments, they are greatly appreciated, gene

-----Original Message-----

**From:** Jorn Schaffner [mailto:jorn@osumsolutions.com]  
**Sent:** Thursday, August 02, 2018 10:56 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Full Support of Urban Meyer

Mr. Smith,

I am certain you are receiving lots of feedback regarding the current situation with the football program.

I am writing to let you know that I fully support Urban Meyer, and would like him to be re-instated and to remain the Ohio State football coach.

I will be exceptionally disappointed with Ohio State if they terminate Urban Meyer over an alleged domestic issue between two people in their own home, for which neither the police nor prosecutors pressed charges, after an investigation, and the police redacted any documentation related to all incidents, prior to the media reports on July 23-24, 2018.

This is an issue with the directly involved parties. This is a Powell Police and prosecutor issue. This is not an Ohio State University issue. This is not an Urban and Shelley Meyer issue.

If there is nothing more to this than what has been reported, it will be a ridiculously poor decision to terminate Urban Meyer. Moreover, it will lead me to absolutely question any further support, financial or otherwise, of The Ohio State University, and the Athletic Department going forward.

I appreciate your consideration, and thank you for your time.

Thank you,  
Jorn

Jorn M. Schaffner  
Ohio State Class of 1991  
Lifetime Gifts to Ohio State: \$122,630.43 Buckeye Club National Champions Level Football Club Seat Holder

**From:** "Smith, Eugene"  
**Sent:** 8/2/2018 3:53 PM  
**To:** "steve v" <svarlas@hotmail.com>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, gene

**From:** steve v [mailto:svarlas@hotmail.com]  
**Sent:** Thursday, August 02, 2018 10:06 AM  
**To:** President Michael V. Drake <drake.379@osu.edu>; Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

I want Urban Meyer reinstated immediately.

If he is fired I will spend my thousands of dollars on football on political groups to remove all admin from OSU.

Sent from my Verizon, Samsung Galaxy smartphone

**From:** "Smith, Eugene"  
**Sent:** 8/2/2018 3:52 PM  
**To:** "Dewey Boecker" <dfboecker@hotmail.com>, "President Michael V. Drake" <drake.379@osu.edu>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, Gene

**From:** Dewey Boecker [mailto:dfboecker@hotmail.com]  
**Sent:** Thursday, August 02, 2018 9:36 AM  
**To:** President Michael V. Drake <drake.379@osu.edu>; Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

Gentlemen,

As a proud graduate of The Ohio State University and a lifelong supporter of Ohio State, I am writing you to demand that you take FAIR and PRUDENT action in your handling of Coach Meyer's situation. Do not fall into the mob mentality justice that is infesting our society today.

Do not allow the University to get bullied into sacrificing Coach Meyer to the bloodthirsty mob. Stand up for our coach and our University! Do the RIGHT thing, not the easy thing.

Duane Boecker  
OSU Class of 1998

**From:** "Smith, Eugene"  
**Sent:** 8/2/2018 3:52 PM  
**To:** "Mark Brandt" <mjbrandt2000@yahoo.com>  
**CC:**  
**Subject:** RE: Reinstate Urban!

---

Thank you for your comments, gene

**From:** Mark Brandt [mailto:mjbrandt2000@yahoo.com]  
**Sent:** Thursday, August 02, 2018 9:35 AM  
**To:** President Michael V. Drake <drake.379@osu.edu>; Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Reinstate Urban!

I am an alumni '94 and come from a family (mine and my wife's family) of OSU alumni and supporters. I have 2 nephews currently enrolled at OSU.

We are all disgusted at this witch hunt and we ask that you reinstate Coach Meyer immediately. He did nothing wrong here and should not be punished for the private family issues of a former assistant coach.

Thank you.

Mark Brandt

**From:** "Smith, Eugene"  
**Sent:** 8/2/2018 3:51 PM  
**To:** "Shockley, Anthony" <ashockley@sfg4you.com>  
**CC:**  
**Subject:** RE: Urban Meyer

---

Thank you for your comments, Gene

**From:** Shockley, Anthony [mailto:ashockley@sfg4you.com]  
**Sent:** Thursday, August 02, 2018 8:43 AM  
**To:** Smith, Eugene <smith.5407@osu.edu>  
**Subject:** Urban Meyer

If you fire Coach Meyer over this incident, I will never buy another OSU football ticket again. I will also terminate my membership in the President's and Buckeye clubs. Think about how many other season ticket holders that will feel the same way.

No boss should be obligated to fire an employee because of a domestic dispute. Was Zach Smith prosecuted for beating his wife? If he was, there should be some public record of it and there was no cover up. If he wasn't, then there is certainly NO obligation for Urban to do anything about it.

Tony Shockley. 83 BA. 85 MA

Anthony R. Shockley, CLU, CLTC

Please note my new email address: [ashockley@sfg4you.com](mailto:ashockley@sfg4you.com)

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Columbus, OH. 43235

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Anthony R. Shockley, CLU, CLTC

Please note my new email address: [ashockley@sfg4you.com](mailto:ashockley@sfg4you.com)

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Terms of Employment – Zachary Smith

The Ohio State University, on behalf of its Department of Athletics ("Ohio State"), and Zachary Smith ("Coach") have had certain discussions regarding Coach's employment as Ohio State's Assistant Coach - Football. The parties recognize that Ohio State shall present Coach with a more thorough and formal employment contract addressing additional terms of employment in the near future. Until that time, the parties hereby agree to the below terms as follows:

1. Ohio State shall employ Coach as Assistant Coach - Football for a term commencing on February 1, 2018 and terminating, without further notice to Coach, on January 31, 2019.
2. Ohio State shall pay Coach total guaranteed cash compensation at the rate of \$340,000 per year for the term commencing on February 1, 2018 and terminating on January 31, 2019.
3. Ohio State shall pay Coach bonuses as supplemental compensation as follows:
  - a. Big Ten Division Champion – 8.5% base salary at Coach's then-current rate;
  - b. Win Big Ten Conference Championship game – 4.25% base salary at Coach's then-current rate;
  - c. Participation in a post-season College Football Playoff ("CFP") bowl game – 17% base salary at Coach's then-current rate;
    1. Participation in a non-CFP bowl game and has nine (9) wins in a given season – 4.25% base salary at Coach's then-current rate;
  - d. Participation in the semi-finals (but not the finals) of the CFP – 21.25% base salary at Coach's then-current rate;
  - e. If Team wins semi-final CFP game, and participates in the finals of the CFP, Coach is not entitled to (d) above. Instead – 25.5% base salary at Coach's then-current rate.
4. If Ohio State pays Coach one or more of the bonuses set forth in paragraph 3 above, and if such achievement(s) are subsequently vacated by Ohio State or the NCAA (if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA), then Coach shall repay to Ohio State all supplemental compensation received by Coach for such vacated achievement(s).
5. Ohio State shall pay Coach a stipend of \$600/month, which shall be used to cover automobile costs for one automobile.
6. Ohio State shall provide Coach 6 football season tickets, 2 men's basketball season tickets.
7. The parties agree that Ohio State has the exclusive rights to its youth athletic camps, but Coach shall have the opportunity to earn supplemental compensation by assisting in the marketing, supervision and general administration of football camps.



8. Coach shall appear on television and radio Coach's shows and other media programs as requested by Ohio State. Coach shall assign to Ohio State all rights, title and interest in his name, likeness and other indicia identified with Coach in connection with such media programming.
9. If Coach terminates his employment with Ohio State at any time during the term of the contract, for any employment (other than a head coaching position), Coach shall pay Ohio State One Hundred Thousand dollars (\$100,000).

The parties recognize that this term sheet represents a preliminary understanding of the parties and shall form the basis of a formal agreement. Final agreement is subject to completion of a satisfactory background and compliance check, as well as approval of Ohio State's President, Executive Vice President and Provost and Board of Trustees.

THE OHIO STATE UNIVERSITY

COACH

  
Eugene D. Smith  
Sr. Vice President and Wolfe Foundation  
Endowed Athletics Director

  
Zachary Smith

Date: 2/12/18

Date: 2-14-18

**From:** "Jorn Schaffner" <jorn@osumsolutions.com>  
**Sent:** 8/2/2018 9:55 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** Full Support of Urban Meyer

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Mr. Smith,

I am certain you are receiving lots of feedback regarding the current situation with the football program.

I am writing to let you know that I fully support Urban Meyer, and would like him to be re-instated and to remain the Ohio State football coach.

I will be exceptionally disappointed with Ohio State if they terminate Urban Meyer over an alleged domestic issue between two people in their own home, for which neither the police nor prosecutors pressed charges, after an investigation, and the police redacted any documentation related to all incidents, prior to the media reports on July 23-24, 2018.

This is an issue with the directly involved parties. This is a Powell Police and prosecutor issue. This is not an Ohio State University issue. This is not an Urban and Shelley Meyer issue.

If there is nothing more to this than what has been reported, it will be a ridiculously poor decision to terminate Urban Meyer.

Moreover, it will lead me to absolutely question any further support, financial or otherwise, of The Ohio State University, and the Athletic Department going forward.

I appreciate your consideration, and thank you for your time.

Thank you,  
Jorn

Jorn M. Schaffner  
Ohio State Class of 1991  
Lifetime Gifts to Ohio State: \$122,630.43  
Buckeye Club National Champions Level  
Football Club Seat Holder

**From:** "Ohio State News Digest" <newsdigest@lists.osu.edu>  
**Sent:** 8/2/2018 8:58 AM  
**To:** "Ohio State News Digest" <newsdigest@lists.osu.edu>  
**CC:**  
**Subject:** [Newsdigest] Ohio State Electronic News Digest for Aug. 2, 2018

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# Ohio State News

**The Ohio State University Electronic News Digest**, a compilation of news stories about Ohio State and higher education issues, is a service of The Office of University Communications.

To read complete articles, use the web link (some links may require registration), or email [murray-goedde.1@osu.edu](mailto:murray-goedde.1@osu.edu) to obtain the full text of the article.

**August 2, 2018**

## **OHIO STATE UNIVERSITY**

### **The iGen Shift: Colleges Are Changing to Reach the Next Generation**

*The New York Times*

August 2, 2018

They are, of course, super connected. But on their terms. Which is why college-bound iGens (Gen Zers, if you prefer) present a challenge to the grown-ups on campus eager to reach and teach them.

... Students want to navigate campus life, getting food or help, when it is convenient for them. And, yes, on their mobile devices or phones. "It's not really technology to them," said Cory Tressler, associate director of learning programs at Ohio State University, noting that the iPhone came out when most were in grade school.

It is why Ohio State this year, rather than battle device use, issued iPads to 11,000 incoming students. The school designated 42 fall courses "iPad required" (21 more will be added in the spring) and is building an app that in addition to maps and bus routes has a course planner, grades, schedules and a Get Involved feature displaying student organizations.

<https://www.nytimes.com/2018/08/02/education/learning/generationz-igen-students-colleges.html>

### **Ohio State puts Urban Meyer on administrative leave**

*ESPN*

August 1, 2018

Ohio State head coach Urban Meyer was placed on paid administrative leave Wednesday, as the school announced it is investigating Courtney Smith's claims that several people close to the coach knew of a 2015 allegation of domestic violence against her ex-husband, former Ohio State assistant football coach Zach Smith, who was fired in July.

[http://www.espn.com/college-football/story/\\_/id/24258253/ohio-state-buckeyes-place-urban-meyer-administrative-leave](http://www.espn.com/college-football/story/_/id/24258253/ohio-state-buckeyes-place-urban-meyer-administrative-leave)

**ALSO: Cleveland.com: Urban Meyer on administrative leave a reasonable step for Ohio State right now: Doug Lesmerises**

[https://www.cleveland.com/osu/2018/08/urban\\_meyer\\_on\\_administrative.html#incart\\_big-photo](https://www.cleveland.com/osu/2018/08/urban_meyer_on_administrative.html#incart_big-photo)

**ALSO: WSYX-TV: Exclusive: Ex-wife of former OSU coach claims coach Meyer knew of domestic abuse**

<https://abc6onyourside.com/news/local/exclusive-ex-wife-of-former-osu-coach-accused-of-domestic-violence-speaks-out>

**ALSO: The Columbus Dispatch: Ohio State: Michael Arace | Pressure is on Ohio State to do the right**



### **thing with Urban Meyer**

<http://www.dispatch.com/sports/20180801/michael-arace--pressure-is-on-ohio-state-to-do-right-thing-with-urban-meyer>

### **ALSO: Associated Press: Ohio State's Meyer put on leave, investigation opened**

<https://apnews.com/5ef568ff9a614e78af8914bab61237e3/Ohio-State's-Meyer-put-on-leave,-investigation-opened>

### **ALSO: Chronicle of Higher Education: Ohio State Places Head Football Coach on Leave**

[https://www.chronicle.com/article/Ohio-State-Places-Head/244121?cid=wsinglestory\\_6\\_1a](https://www.chronicle.com/article/Ohio-State-Places-Head/244121?cid=wsinglestory_6_1a)

### **Hilliard's O'Brien got Pelotonia start on bicycle awarded to fraternity**

*ThisWeek Community News*

July 31, 2018

Little did 27-year-old Hilliard resident Andy O'Brien realize the significance a bicycle given to his Ohio State University fraternity six years ago would have on his life.

This year, O'Brien, who owns Kinetic Food Truck, will pedal 200 miles – the new maximum distance –

[Saturday, Aug. 4, and Sunday, Aug. 5](#), in his sixth Pelotonia.

<http://www.thisweeknews.com/news/20180731/hilliards-obrien-got-pelotonia-start-on-bicycle-awarded-to-fraternity>

### **President Drake talks leadership, success at Chamber of Commerce CEO series**

*Ohio State News*

August 2, 2018

Members of the Columbus Chamber of Commerce and local business leaders filled an auditorium at the Columbus Museum of Art today to listen to Ohio State University President Michael V. Drake discuss his views on higher education, the power of Buckeye Nation and his successes at Ohio State.

Drake was the featured speaker for the chamber's CEO Insights series.

<https://news.osu.edu/president-drake-talks-leadership-success-at-chamber-of-commerce-ceo-series/>

### **Advocacy groups seek federal probe of Ohio State's handling of Strauss complaints**

*The Columbus Dispatch*

August 2, 2018

The National Women's Law Center and dozens of other advocacy organizations are calling on the U.S. Department of Education to investigate Ohio State University after numerous allegations of sexual misconduct by former university physician Richard Strauss.

The group, in a [letter](#) sent Wednesday, urged the department's Office for Civil Rights, or OCR, to initiate an investigation into "Ohio State University's failure to respond to a widely known pattern of alleged sexual abuse" by Strauss.

<http://www.dispatch.com/news/20180801/advocacy-groups-seek-federal-probe-of-ohio-states-handling-of-strauss-complaints>

## **OHIO STATE EXPERTS**

### **Soothe your tired, internet-ravaged eyeballs with an ice-cold gel mask**

*Mashable*

August 2, 2018

**Featured expert:** Princess Ogbogu, M.D., division director of allergy and immunology

<https://mashable.com/2018/07/30/get-a-gel-mask-for-your-tired-eyeballs/#6uVLtgO038qW>

### **Is cryptocurrency behind Silicon Valley Community Foundation's surge in assets?**

*The San Francisco Chronicle*

Aug. 2, 2018

**Featured expert:** Brian Mittendorf, professor of accounting

<https://www.sfchronicle.com/business/networth/article/Is-cryptocurrency-behind-Silicon-Valley-Community-13124818.php>

## **How America's "No Vacation" Culture Is Harming Our Health**

*Healthline*

August 2, 2018

**Featured expert:** Ken Yeager, PhD, director of the Stress, Trauma and Resilience (STAR) program

<https://www.healthline.com/health-news/how-americas-no-vacation-culture-is-harming-our-health>

## **Neurologists Share Exactly How They Deal With Their Migraines**

*SELF*

August 2, 2018

**Featured expert:** Kevin Weber, M.D., neurologist

<https://www.self.com/story/neurologist-migraine-tips>

## **Ohio State coach Urban Meyer to star in Bob Evans Restaurants ad campaign**

*The Columbus Dispatch*

August 2, 2018

**Featured expert:** Deborah Mitchell, professor of marketing

<http://www.dispatch.com/business/20180731/ohio-state-coach-urban-meyer-to-star-in-bob-evans-restaurants-ad-campaign>

## **Proposed Threats To the Endangered Species Act**

*WOSU All Sides*

August 1, 2018

**Featured expert:** panelist Jeremy T. Bruskotter, associate professor of environment and natural resources

<http://radio.wosu.org/post/proposed-threats-endangered-species-act>

## **HIGHER EDUCATION - OHIO**

### **Ohio among worst states for student debt**

*Business First*

August 2, 2018

Ohio is among the worst states for student loan debt, according to a new report.

The Buckeye State is No. 5 on financial planning website WalletHub's list of [worst states for college debt](#).

<https://www.bizjournals.com/columbus/news/2018/08/02/ohio-among-worst-states-for-student-debt.html>

## **HIGHER EDUCATION - NATIONAL**

### **A New Scandal at USC**

*Inside Higher Ed*

August 2, 2018

The University of Southern California has informed federal prosecutors about questions about a donation from a politician and the hiring of that politician's son at the university, [The Los Angeles Times](#) reported.

Sebastian Ridley-Thomas, the son of Los Angeles County Supervisor Mark Ridley-Thomas, resigned from the State Assembly last year and then became a professor of social work and public policy at the university, even though he lacked a graduate degree.

<http://www.insidehighered.com/quicktakes/2018/08/02/new-scandal-usc>



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**Sent:** 8/2/2018 4:11 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] What happened to Colorado football when an assistant coach was accused of domestic violence in 2017?

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What happened to Colorado football when an assistant coach was accused of domestic violence in 2017?

Tim Bielik

cleveland.com

2 August 2018

COLUMBUS, Ohio — Urban Meyer's future at Ohio State is in doubt after he was placed on paid administrative leave Wednesday while the university investigates what he knew about the domestic-violence allegations against former receivers coach Zach Smith.

This is the second time that an incident involving an assistant coach at a Power 5 school has put the job of a head football coach on the line in the last two years.

Following the 2016 season, Joe Tumpkin resigned as Colorado's safeties coach following allegations of domestic violence against his girlfriend. He was eventually charged with five felony counts of second-degree assault, and three counts of third-degree misdemeanor assault.

The victim of the assault did an interview with Sports Illustrated in February 2017. In that interview, she said that two months earlier, she spoke to Colorado coach Mike MacIntyre for 34 minutes and told him directly about the abuse she was enduring at the hands of Tumpkin. She said no one at Colorado reached out to her after that.

As Michael McKnight from Sports Illustrated wrote in August of 2017, MacIntyre spoke to athletic director Rick George about the phone call. The head coach then informed Tumpkin of the allegation he had heard.

But despite the allegations, George and university Chancellor Phil DiStefano agreed to let Tumpkin coach in the Alamo

Bowl at the end of December. And because former defensive coordinator Jim Leavitt took a job at Oregon prior to the game, Tumpkin called the defense.

Tumpkin was suspended in January of 2017, and then resigned later that month.

The school concluded its investigation in June. Neither MacIntyre, George nor DiStefano was fired. But DiStefano was suspended for 10 days, MacIntyre and George had to donate \$100,000 each to domestic violence awareness, and all three received letters of reprimand.

In July of this year, a federal judge dismissed a lawsuit filed by the victim claiming that the school didn't respond properly to her allegations.

MacIntyre and Colorado went 5-7 last year. But he kept his job despite the controversy and is set to coach Colorado again this season.

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**Sent:** 8/2/2018 4:10 AM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Meyer must go if he protected abuser

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Meyer must go if he protected abuser

Dan Wolken

USA TODAY

2 August 2018

It has never been enough for Urban Meyer to be just a football coach, even if being one of the best to ever do it should have been plenty.

For Meyer, the trophies, the massive paychecks and the adulation are part of a larger mission. In Meyer's world, he and he alone serves as the creator of leaders and virtuous citizens, the benevolent giver of second chances, the all-knowing arbiter of right and wrong. And anyone who has had the temerity to challenge the authenticity of his intentions when those decisions blew up in his face is typically cast aside not just as a critic, but a genuinely bad person.

The way Meyer views himself as a coach, the difficult calls are eventually made very simple by his sanctimonious, self-appointed sense of justice. Whether it was Aaron Hernandez running wild at Florida with no repercussions, Gators running back Chris Rainey texting "Time to die" to his girlfriend or star running back Carlos Hyde caught on video in a violent act before the 2013 season at Ohio State, Meyer needed nothing more than another stroke of his ego to justify giving someone chance after chance.

But the anvil that has finally cracked Meyer's holier-than-thou image for good has arrived in the form of an alleged serial domestic abuser who was given a second chance on his coaching staff when a troubling incident came to light in 2009, then fired last week when Zach Smith's ex-wife was granted a protective order.

As the truth unraveled Wednesday, and Meyer was put on administrative leave while Ohio State conducts an investigation, it's now clear: there was a long history of domestic incidents, police reports and cries for help, including one to Shelley Meyer, the wife of the head coach, in 2015.



Text messages obtained by long time college football reporter Brett McMurphy between Courtney Smith and Shelley Meyer make it clear that Urban's wife knew enough to intervene, though it's less clear what she did. What Urban Meyer knew either directly or indirectly about the horror one of his coaches' wives was enduring is now cast as the difference between whether he gets to keep a job where he's won 73 out of 81 games, including a national title, or gets fired and goes down in college football history as one of its biggest phonies.

Make no mistake: If Meyer was covering for a serial abuser on his staff, he cannot stay at Ohio State. That's not even controversial or worth arguing.

What's more in question at this point is whether Ohio State's investigation tries to steer the narrative into the gray area. It's certainly possible that Shelley Meyer didn't tell her husband about the bruises in the photos, but it seems unlikely. Shelley Meyer isn't merely the wife of a famous coach, she is a crucial part of the Ohio State operation, a front-facing figure with a large social media presence who is proudly and deeply involved in the lives of players and coaches. The Meyers are a close-knit family, and the genuine concern Shelley Meyer expressed in those text messages seems like something that would have risen to the level of telling her husband. And if not, why not?

No matter the answer for that question, this doesn't feel like something that can be explained away with Meyer's typical platitudes and denials, the likes of which he issued last week at Big Ten media days.

Throughout his career, Meyer has desperately cultivated a reputation as a coach who wanted to be about more than winning football games. He invited media coverage of the books he was reading, the leadership seminars he was studying, the motivational tactics he was employing.

And for years, that sense of a program about more than winning football games gave him cover to make decision after decision that cast him as the redeemer for wayward youths who needed the structure of college football — and needed him — to turn around their lives.

With Smith, though, there was nothing to turn around. If Meyer knew he was employing an abusive husband and did nothing, it looks like self-preservation under the guise of redemption. Remember, many coaches would have cut ties with Smith at the first sign of trouble in 2009 when he was an intern on the Florida staff.

But when you have an out sized view of your own sense of truth, it's easy to believe in the mission you're on over all else, including the humanity being wrecked right under your nose. It happened at Florida, where Meyer left a rotten locker room culture and a broken program.

And with that belief in himself seemingly rising again above the truth that was right there in plain sight, history might be about to repeat itself.

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**Sent:** 8/2/2018 4:10 AM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] As society has evolved, Urban Meyer hasn't

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As society has evolved, Urban Meyer hasn't

Andrea Adelson

ESPN

2 August 2018

Urban Meyer today is the same Urban Meyer who walked the sideline at Florida: a head coach so driven to win, he was willing to tolerate misconduct among players and alleged misconduct among assistants as long as it meant competing for championships.

But there is one big difference. Forgiving and forgetting domestic violence, sexual assault or abuse against women is no longer the norm. Nobody is too big to go down in college sports, not anymore. Not after what happened with Art Briles and Baylor or what happened for decades to Michigan State gymnasts or what is happening now at Ohio State. Meyer was placed on paid administrative leave Wednesday as the school announced it is investigating Courtney Smith's claims that several people close to the coach knew of a 2015 allegation of domestic violence against her ex-husband, former Ohio State assistant football coach Zach Smith, who was fired in July.

A decade ago, that was not the case. A decade ago, Urban Meyer built a championship program at Florida, burnishing his reputation as one of the greatest coaches in the game despite his bringing in and keeping troubled players. Nobody really cared all that much. Florida football was rolling, and though the arrest reports kept growing, not one administrator came down on Meyer or the way he handled his players.

In retrospect, Tim Tebow gave Meyer much needed cover for the ugliness that continues to stain the Florida program today. All the positive headlines Tebow drew during his illustrious career there helped deflect a growing problem: an out-of-control locker room.

During Meyer's six-year tenure at Florida, some 31 players were arrested, with at least 10 accused of crimes ranging from misdemeanor battery to felony domestic assault to felony theft to domestic battery. Punishment varied

depending on the player, but let's just say it was uneven at best. In perhaps the best example that illustrates that, star running back Chris Rainey was suspended only four games in 2010 after he was charged with aggravated stalking for allegedly texting his girlfriend, "Time to die, b—."

Not included in that arrest total? Then-graduate assistant Zach Smith, arrested in 2009 for allegedly shoving his pregnant wife against a wall. Meyer explained last week at Big Ten media day that he and his wife, Shelley, got involved to help Smith and his wife through counseling. Meyer went on to deny knowing that Smith was investigated for domestic violence in 2015. Courtney Smith, Zach's now-ex-wife, said Wednesday that she told Shelley about both the 2009 and 2015 incidents.

The counseling explanation sounded eerily similar to comments Meyer made about former player Aaron Hernandez, who killed himself in 2017 after he was sentenced to life in prison for murder. Meyer once said he used to have Hernandez over to his home for Bible study, and he and Shelley counseled Hernandez to stop hanging out with his childhood friends in Connecticut. (In April 2007, Hernandez settled out of court and received deferred prosecution following a bar fight. He was later questioned by police but never charged following a Gainesville shooting that September.)

"We knew that every time he went home -- and that was a concern of mine -- every time he would go to Connecticut, I'd have players on my team say, 'Watch this guy. Watch when he comes back,' so I would visit with him," Meyer told Andrea Kremer for HBO's "Real Sports with Bryant Gumbel" in 2014. "He was knee-deep in our family."

Before the societal sea change over the past several years, coaches could get away with believing themselves to be saviors or father figures, purveyors of second chances for so many troubled souls. It's a God complex that isn't isolated to Meyer but is symptomatic of the coaching culture in general.

It was only after he left Florida that a slow examination of what Meyer allowed to happen began in earnest. Even he told Kremer in 2014 that he made mistakes at Florida. "If I look back now, the biggest mistake, I probably gave second chances to some people that maybe [I] shouldn't," Meyer said. "But this is someone's son. I know in my soul we're doing it right, doing the best we can. Did we make mistakes? We make mistakes."

Perhaps Meyer learned from those mistakes as it relates to player behavior. During his tenure at Ohio State, only a handful of players have gotten into legal trouble. The most notable was running back Carlos Hyde, who was suspended for three games in 2013 after police began investigating him for allegedly assaulting a woman.

But it was a different story among the staff. Meyer brought on Smith, a man Meyer knew had been alleged to abuse his pregnant wife. He brought on former Indiana coach Kevin Wilson, who resigned after he was accused of mistreating his players. He stuck by Greg Schiano after a deposition came to light alleging that Schiano knew about Jerry Sandusky's child abuse at Penn State, allegations Schiano denies.

Did Ohio State administrators even bother questioning those moves? Or Meyer's past at Florida?

This whole time, it has been up to administrators to hold Meyer accountable. Nobody ever did until Courtney Smith decided to speak up. In this rare instance, she provided not only photos but also text messages to back up her claims that at least Shelley Meyer knew what happened to her in 2015, despite Urban Meyer's denials.

And then the college football world stopped and actually listened.

While no permanent decision has been made on Meyer's future, Ohio State administrators have shown that they are listening.

Given the shift we have seen in our society, from Baylor to the #MeToo movement, Meyer was finally forced to listen. His past at Florida has come back to him in a rather unexpected way, all thanks to the decision he made almost a decade ago to give Zach Smith a second chance.

In those 10 years, the world started to change. It seems Meyer hasn't changed quickly enough.

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**Sent:** 8/2/2018 4:10 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Who is Ryan Day? Five things to know about Ohio State's acting head coach

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Who is Ryan Day? Five things to know about Ohio State's acting head coach

Day joined Meyer's staff in January 2017

David Jablonski

Dayton Daily News

2 August 2018

COLUMBUS — Ohio State could have chosen a former head coach to serve as acting head coach after the decision to place Urban Meyer on paid administrative leave Wednesday, pending an investigation into a report Meyer knew about domestic abuse allegations against former wide receivers coach Zach Smith in 2015.

The Buckeyes have Greg Schiano, who coached at Rutgers and in the NFL with the Tampa Bay Buccaneers, and Kevin Wilson, the former Indiana head coach, on staff.

However, Ohio State went with Ryan Day, the offensive coordinator and quarterbacks coach. Here are five things to know about Day:

1. New position: Day has never been a head coach. He started his career in 2002 at his alma mater New Hampshire as a tight ends coach. Ohio State is the fifth college where he has coached. He also spent the 2015 and 2016 seasons in the NFL with the Philadelphia Eagles and San Francisco 49ers.

2. Relatively young: Day is 39 years old. Meyer was 47 when Ohio State hired him in 2011. Luke Fickell was 38 in 2011 when he served as interim coach after the resignation of Jim Tressel, who was 48 when he got the head coaching job at Ohio State in 2001.

3. New addition: Day joined Meyer's staff in January 2017. He replaced Tim Beck, who left to work on former Ohio State offensive coordinator Tom Herman's staff at Texas.

Day first crossed paths with Meyer in 2005 as a graduate assistant at Florida. Meyer was the head coach. Dan Mullen, who's from Day's hometown, Manchester, N.H., was the offensive coordinator.

When Meyer called Day about the job opening in 2017, he didn't hesitate to take it.

"I would have walked here," Day said. "It's a great place to be."

4. Big decision: Day played a part in helping Meyer pick a starting quarterback going into the 2018 season. Dwayne Haskins beat out Joe Burrow and Tate Martell in the spring.

"I think with a quarterback a lot of it leadership and some of the effect they can have on the team," Day said in April. "It isn't just taking a ball and throwing it. There's a lot that comes with it. We talk all the time about competitiveness, leadership, toughness, football IQ and decision making. All of those things go into it. All of those things go into the culture of your offense, the culture of your team."

5. Playing career: Day played at the University of New Hampshire from 1997-01 and was a three-year starter. He ranks fourth in school history in passing yards (7,670). His offensive coordinator was Chip Kelly, who he would later coach under with the Eagles.

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**CC:**

**Subject:** [cfaa-elite-clips] Ryan Day continues rise as temporary replacement for Urban Meyer

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Ryan Day continues rise as temporary replacement for Urban Meyer

Tim May

Columbus Dispatch

2 August 2018

Ryan Day's plate suddenly got very full.

Day, Ohio State's offensive coordinator and quarterbacks coach, was named the acting head coach of the Buckeyes on Wednesday.

The impromptu promotion came after Urban Meyer was placed on paid administrative leave pending a university investigation into what he knew about domestic abuse allegations against fired assistant coach Zach Smith.

With the Buckeyes opening preseason camp Friday, the university announced that the 39-year-old Day, a former quarterbacks coach in the NFL with Philadelphia and San Francisco, will assume the head-coaching duties in Meyer's absence.

Day was not available for comment Wednesday. Until now, his recent media appearances have entailed answering questions about the starting quarterback competition won by Dwayne Haskins Jr. to succeed four-year starter J.T. Barrett for the upcoming season.

Hired to coach the quarterbacks in 2017, Day was promoted to full offensive coordinator status by Meyer in January to serve alongside offensive coordinator Kevin Wilson. At the time, he was rumored to have been hired as the Tennessee Titans' offensive coordinator under new coach Mike Vrabel.



"Ryan is clearly a very talented coach who has been an outstanding addition to our program," Meyer said then. "He has been approached by other schools numerous times this offseason for coordinator and head coach opportunities, and by the National Football League for a coordinator opportunity.

"I am pleased that he has elected to continue to work on this staff and to lead, mentor and coach the terrific young men we have in this program."

Day at that time also received a raise, pushing his salary to \$1 million. That made him the second-highest paid coach on the staff behind defensive coordinator Greg Schiano (\$1.5 million).

Ohio State did not reveal whether Day's promotion to acting head coach will come with a salary bump. However, it is interesting that he gained the nod over Schiano, who previously was head coach at Rutgers and at Tampa Bay of the NFL, and over Wilson, who was head coach at Indiana for six years through 2016.

But Wilson agreed to leave Indiana after allegations were made of possible player mistreatment during his tenure. And Schiano, after agreeing to become coach at the University of Tennessee last November, saw that offer withdrawn after a social media storm that alleged he knew of the actions of former Penn State assistant Jerry Sandusky, who was convicted of child sexual abuse and rape. Schiano was a Penn State assistant from 1990 to '95.

It is not known whether Ohio State considered making Wilson or Schiano acting head coach; in November, athletic director Gene Smith said he had investigated the allegations against Schiano and found they could not be substantiated. Smith could not be reached for comment on Wednesday.

So Day, a native of Manchester, New Hampshire, will be a head coach for the first time.

He was a former quarterback at the University of New Hampshire where he played under offensive coordinator Chip Kelly and later worked for Kelly as an assistant. Day has crossed the country in his coaching career, including three stops at Boston College and two at Temple before moving to the NFL under Kelly with Philadelphia and San Francisco.

Now, for at least the interim, he will be head coach of a team that is expected to compete for a Big Ten championship and a spot in the College Football Playoff.

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Time for Urban Meyer to resign at Ohio State

Mike Bianchi

Orlando Sentinel

2 August 2018

For years, football fans of the Florida Gators and the Ohio State Buckeyes vehemently accused me of being unfairly critical of Urban Meyer and have continually asked me if I have something personal against one of the greatest coaches in college football history.

My basic reply has always been the same:

“Urban Meyer is Urban Liar. He is the most disingenuous coach I’ve ever covered.”

On Wednesday, college football reporter extraordinaire Brett McMurphy confirmed everything I’ve ever believed about Meyer, who was shockingly placed on paid administrative leave by Ohio State as a result of McMurphy’s reporting.

During the past few days, McMurphy, ESPN’s former college football insider who will soon join Stadium Network, has unearthed that Meyer employed alleged serial domestic-abuser Zach Smith as an assistant coach for nearly a decade dating back to Meyer’s national-championship days at the University of Florida. Even more troubling is that Meyer seemingly tried to cover up the allegations against Smith.

Ohio State should not have to fire Urban Meyer because Meyer should voluntarily step down on his own for being an incredible hypocrite. He’s always said that one of his “core values” is that he has “zero tolerance” for violence against women. In fact, as McMurphy pointed out in his extensive exposé, Meyer’s five core values are emblazoned on the

wall inside Ohio State's football complex. Among the five — in all capital letters — is "TREAT WOMEN WITH RESPECT."

How can Meyer continue to be employed by a state institution of higher learning during these revolutionary #MeToo times when women nationwide are standing up and bringing down powerful men who are perpetuating or ignoring sexual misconduct in the workplace?

Meyer's problems started last week when McMurphy unearthed police reports showing Smith was accused of three cases of domestic abuse dating back to 2009 when he was a graduate assistant at the University of Florida. It was only after McMurphy published the police reports that Meyer and Ohio State fired Smith. Clearly, Meyer didn't fire Smith because he allegedly abused his wife numerous times; he fired Smith because the allegations became public.

In an attempt to minimize the PR damage, it appears Meyer may have lied last week during Big Ten Media Days when reporters pressed him on just how much he knew about Smith's alleged transgressions. Meyer admitted he and his wife Shelley knew of the 2009 incident but recommended that Zach and Courtney Smith — a young married couple at the time — seek counseling.

Meyer then claimed that he knew nothing about two alleged domestic-violence incidents in 2015. "I can't say it didn't happen because I wasn't there," Meyer claimed at Big Ten Media Days. "I was never told about anything ... never had a conversation about it, so I know nothing about that."

Except Courtney Smith showed McMurphy text messages from Meyer's wife Shelley that certainly seem to indicate she was well aware of Zach Smith's violent past. In fact, Courtney Smith said of the 2015 incident involving her ex-husband, "All the [coaches'] wives knew. They all did. Every single one."

Among Shelley Meyer's text messages to Courtney Smith was one from 2015 in which Shelley wrote of women being victimized by abusive spouses.

"I am with you!" Shelley wrote. "A lot of women stay hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me."

Anybody who actually believes Shelley Meyer, Urban's wife of nearly 30 years, knew about this and didn't tell Urban is simply being delusional. In fact, Courtney Smith told McMurphy that she and Shelley often discussed Zach's domestic violence.

“Shelley said she was going to have to tell Urban,” Courtney said. “I said: ‘That’s fine, you should tell Urban.’ ”

Shelley Meyer, by the way, is a registered nurse and an instructor at Ohio State’s College of Nursing. As McMurphy pointed out, if Shelley and Urban Meyer knew of any potential domestic-violence accusations against Zach Smith and didn’t report them to the university, they could both be in violation of federal Title IX guidelines and the school’s own sexual-misconduct policy.

Anybody who covered Urban Meyer at the University of Florida knows he overlooked many player transgressions in his zeal to win to championships. In 2007, the notorious Aaron Hernandez was originally a suspect in a Gainesville shooting that left two men wounded, including one who was shot in the back of the head. That case, categorized as an attempted homicide, remains unsolved.

Meyer told the Gainesville Sun’s Pat Dooley he was informed of the incident by one of his UF assistants and “didn’t think about it again” until six years later after Hernandez was accused [and convicted] of murder when he played for the New England Patriots.

Sorry, but I didn’t believe Urban Meyer then and I don’t believe him now.

I don’t believe one of the most powerful and successful coaches in college football history would be oblivious to the fact that one of his players was a suspect in an attempted homicide.

And I don’t believe that same coach would be ignorant to the fact that one of his most trusted assistant coaches has been accused of being a serial domestic abuser.

Resign, Urban Meyer.

You are a disgrace to the profession.

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Hartman: Ohio State (surprisingly) does the right thing putting Urban Meyer on leave

Marcus Hartman

Dayton Daily News

2 August 2018

COLUMBUS — Facing uncertainty following reports Urban Meyer might have known one of his assistants repeatedly committed domestic violence, Ohio State did something rare: the right thing.

The way I see it, the university had three options Wednesday: Fire Meyer outright, move forward with him as head football coach as if nothing happened or press pause.

OSU chose No. 3, a departure from history for both Meyer and the school.

The coach might not be in this mess if he hadn't acted hastily last week, saying he had staff members look into an alleged incident between Zach Smith and his now-ex-wife Courtney in 20015. Meyer said his lieutenants determined — in a matter of a few hours, apparently — nothing happened.

(Aside: If Meyer did know about it and thought that explanation would hold up forever, he's a lot dumber than I could have imagined. But then again powerful people seem to be making a habit of doing incredibly dumb things at an increasing rate these days, so it's hard to ever rule that out anymore.)

Meyer's denial was reminiscent of Ohio State director of athletics Gene Smith declaring almost eight years ago the situation that would come to be known as "Tattgate" had been checked out and taken care of — including NCAA-approved punishments — in a matter of days when those things typically take years.

Something didn't smell right on that fateful December day, and guess what: There turned out to be a lot more to the story, and it was really bad for Ohio State and coach Jim Tressel (whose eventual exit ironically paved the way for Meyer to become the Buckeyes' head coach).

Putting Meyer on paid leave was seen by some as a first step toward the executioner's chair, and it might well be.

Perhaps the school determined Meyer violated his contract but needs time to work out his exit agreement.

The powers-that-be might also intend to keep him in power if at all possible but haven't figured out how to justify it yet.

Or, you know, maybe they just don't know all the facts and want to gather them before making a final decision.

Crazy, huh?

Dayton Daily News

✓@daytondailynews

Twitter reacts to news of Urban Meyer being put on paid administrative leave <https://www.daytondailynews.com/sports/twitter-reacts-news-urban-meyer-being-put-paid-administrative-leave/xob8hljeg8PIVgSb1Y4MII/> ...  
@DavidPJablonski

7:53 PM - Aug 1, 2018

I'm going to resist the urge to tell them what they should do because there is just too much that remains uncertain to me.

I agree with those who think Meyer's wife, Shelley, probably told him what Courtney Smith told her about the terrible treatment she endured, but there's also at least some chance she didn't in order for him to maintain plausible deniability.

There's also a possibility one or both of the Meyer's violated the law by not reporting the allegations against Smith to



a superior, but deferring to authority also could offer a way out.

“Most coaches and people in leadership positions, you receive a phone call, first thing you do is tell your boss, let the experts do their jobs,” Urban Meyer said in Chicago last week. “We’re certainly not going to investigate.”

That justification and the lack of charges being pressed against Zach Smith could give Meyer a shield against arguments he should have done more, as does at least some of the legal records involving the couple reportedly being sealed until this week.

(That might be why his assistants didn’t find anything in their “investigation” a week ago.)

But remember Urban Meyer is a redeemer.

Redeemers are supposed to redeem.

Sometimes that gets them in trouble -- especially with the sizable portion of the population that just doesn’t seem to get where redeemers are coming from and thus view them with skepticism, perhaps more than is warranted.

Meyer is also famously a control freak, which makes it harder to believe he would stay out of any situation involving his team even if there was no good reason to think he could fix it.

If he knew, of course.

That might be what this all comes down to — what he knew, and what can be proven he knew.

Dayton Daily News

✓@daytondailynews

#BREAKING Urban Meyer has been placed on paid administrative leave pending an investigation into domestic violence allegations against a former assistant coach <https://www.daytondailynews.com/sports/report-urban-meyer-knew-about-2015-allegations-against-zach-smith/rVVJtTSej4wTEdlnFbhpQJ/> ...

So what's next?

Some seem to think Meyer's goose is already cooked, but I see multiple possibilities.

The proverbial smoking gun could be discovered while Meyer is on leave, leading his bosses to decide he doesn't deserve the job and has to be fired -- or maybe they decide they can take the public relations hit and reinstate him anyway.

Then again maybe they already know (or at least strongly suspect) there's too much he said/she said ambiguity involved in this situation to conclude he has to go and just bought themselves time to craft an acceptable explanation for why Meyer will be reinstated.

Unlike the the aforementioned past episodes, this time it might actually look like they had time to do a proper investigation, so what they come up with might be easier to swallow whether he goes or stays.

I guess that's progress.

I'll also add this: If the ultimate decision is for Meyer to keep his job -- and I tend to think that's the favorite at this point, but I don't know what is out there to discover or how a handful of humans will react to what they find (or don't) -- that shouldn't be the end of the story.

At the very best, critical communication and judgement breakdowns occurred even if they weren't severe enough to cost Meyer his job (and even if they weren't all committed by the coach himself).

Meyer will need to admit mistakes were made, and some punishment will probably still be in order (along with that doled out by the court of public opinion).

Whether that is a suspension, a heavy fine or something else, I don't know, but serious issues have been raised here, and the status quo isn't going to cut it.

Such ambiguity in dealing with an employee accused of these crimes can't be repeated the next time.

Not only must that decision be made, it must be communicated to the rest of the world.

That way everyone knows Meyer and Ohio State get it, which might also mean the message gets through to others.

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Barfknecht: Ohio State coach Urban Meyer's deflection comments are worrisome, hypocritical

Lee Barfknecht

Omaha World-Herald

2 August 2018

Maybe Urban Meyer should have read his own book.

In 2015, Ohio State's football coach allegedly co-authored a 272-page work titled "Above The Line: Lessons in Leadership and Life from a Championship Program."

The book was a victory lap for Meyer and the Buckeyes to brag about winning the 2014 national championship, and to sell the public on the skills the self-proclaimed grandmaster of coaching used to claim his third career title.

"Above The Line" became a New York Times bestseller. But the odds of it getting any more reprints likely ended Wednesday.

That's when damning new information came out — from the detailed reporting of college football analyst Brett McMurphy — about Meyer's haphazard recollection of domestic disturbances from 2009 through 2015 and beyond involving receivers coach Zach Smith, who finally was fired last week.

Ohio State late Wednesday afternoon placed Meyer, who in the spring got a two-year contract extension and a \$1.2 million raise to \$7.6 million a year, on paid administrative leave.

In the business world, that's code language for "we're negotiating a contract termination."

Remember the old line about it being wiser to watch what people do than listen to what they say? That's why I say Meyer "allegedly" co-authored the book because his behavior since the domestic case came to light indicates he has no idea what he wrote or little intention of heeding it.

Check these quotes:

» "A leader is someone who earns trust," Meyer mightily proclaimed in his book. "Talk straight and demand accountability."

Meyer at Big Ten media days after firing Smith: "I got a text last night that something happened in 2015, and there was nothing," a point countered by McMurphy's reporting and an interview with Smith's ex-wife.

» More from the book: "It isn't hard to find people who are caught up in Below The Line behavior. All you need to do is look for those whose first reaction is to blame (others), complain (about circumstances) and defend (yourself)."

Meyer, upon further grilling at media days about knowing Smith's history: "There's nothing ... I don't know who creates a story like that."

Excuses, deflection and giving second chances to a favored staffer in what allegedly is a zero-tolerance program toward violence against women hardly looks like "Above The Line" behavior. (Smith is the grandson of former Ohio State coach Earle Bruce, a longtime mentor to Meyer.)

Now, remember that the wall Ohio State players see as they walk into the football locker room at the Woody Hayes Center has the following words painted on it under the word DECISIONS:

HONESTY and TREAT WOMEN WITH RESPECT.

It makes you shake your head upon seeing smart people do dumb things to try to protect their athletic kingdoms:

Penn State football with Joe Paterno, Jerry Sandusky and Graham Spanier; Baylor football with Art Briles and basketball with Dave Bliss; Michigan State over the Larry Nassar gymnastics case.

Even now, Ohio State is dealing with a recently uncovered scandal in its wrestling program from the late 1980s and early 1990s that athletes were harassed by sexually aggressive men and preyed on by a team doctor during physicals and treatment sessions.

Also, Meyer's bizarre departure from Florida — where he won two national championships — claiming health problems adds to his credibility problems.

He said he needed to leave the Gators to rest and spend time with his family, yet immediately the next season became a television analyst who traveled the country weekly before getting hired at Ohio State.

So now those in charge at Ohio State will try to uncover what Meyer knew and when he knew it. But one fact won't go away: Meyer knew of Smith's behavior in 2009 and essentially enabled it to continue for nine more years.

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Here are the two key elements of Urban Meyer's precarious situation at Ohio State

Dan Wetzel

Yahoo Sports

2 August 2018

COLUMBUS, Ohio – A few Hail Mary heaves from the Horseshoe here at the Ohio State University sits Bricker Hall, which provides a grand view of the campus tree-lined Oval and houses the institution's top administrative offices, including that of president Michael V. Drake.

On Wednesday morning, doors were routinely shut and conversations hushed as administrators tried, like everyone else in this football-obsessed campus, city and state, to figure out what head coach Urban Meyer knew and what he did with it concerning a 2015 domestic abuse allegation against assistant coach Zach Smith.

A once-placid day rocked by a bombshell media report ended with Meyer on paid administrative leave, 39-year-old Ryan Day was the Buckeyes' interim coach and the school saying it was conducting an investigation into everything.

It was a development as swift as it was stunning. Meyer won 73 games and one national title in six seasons here but very well may have coached his last game in Columbus or anywhere else for that matter.

The investigation should be thorough and comprehensive, although leaving it to Ohio State to conduct invites suspicions of competence.

While every rock should be turned, and every cell phone history examined, there are two key items that should be focused on in a scandal as disturbing as it is confounding.

First, what did Shelley Meyer tell her husband?

Second, if what Courtney Smith told the Stadium is true that “nobody from the university came and asked me my side of the story,” then why wasn’t this incident ever investigated? Because any investigation that doesn’t include, let alone begin with, speaking with the complainant isn’t a real investigation.

And if Ohio State conducted no real or honest investigation the first time, then why should it be trusted to do it this time?

Let’s start with Shelley Meyer.

Urban acknowledges he was aware of Zach Smith’s 2009 arrest for domestic abuse while Zach was working for him at the University of Florida. He said since Courtney dropped the charges he chalked it up to a volatile young couple that needed counseling and kept Zach employed.

Urban said last week he didn’t, however, know about the 2015 incident where Courtney said Zach choked her and threw her against a wall while their then-5-year-old son and 3-year-old daughter clung to her legs. Zach was only dismissed from his job late last month because he violated a protective order Courtney, now his ex-wife, placed on him.

“I was never told about anything, anything never came to light, never had a conversation about it, so I know nothing about that,” Meyer said last week of 2015.

Reporting by Brett McMurphy on Wednesday however revealed extensive text messages between Courtney Smith and Shelley Meyer about the alleged 2015 incident. It included disturbing photos of Courtney’s injuries. Shelley acknowledged seeing the photos, repeatedly expressed concern for Courtney and even declared of Zach that “he scares me.”

Now, can anyone plausibly believe that Shelley Meyer never mentioned this to Urban Meyer? The two are famously close, with Urban calling Shelley his closest confidant and almost a co-head coach of his program. Yet Shelley wouldn’t bring it up, not once in three years? She’d just let him continue to employ someone she believes beats his wife and has photos to prove it?



This wasn't a fleeting story either. Shelley had counseled Courtney and Zach on their marriage after 2009 and she and Courtney discussed it via text on numerous occasions.

"I told Shelley," Courtney said in an interview with Stadium. "I sent her some pictures. I spoke to her on the phone. She said she was going to have to tell Urban. I said, 'That's fine. You should tell Urban. You can't have someone like this coaching young men.' "

There are further texts between Courtney and Lindsey Voltolini, wife of Ohio State football staffer Brian Voltolini, that suggested that Urban did know and asked Zach Smith about it. That is secondhand information, but damning nonetheless in the court of public opinion.

Perhaps Shelley and the others really did keep it to themselves and thus neither Urban, nor anyone else at Ohio State, was aware of the allegation and couldn't spark an investigation into it.

Or perhaps Urban was aware of it on some level and just lied last week to the media? If he was aware, how aware was he? And what did he do about it? Did he investigate himself? Did he pass it up the chain of command within the Buckeyes athletic department?

Under terms of his contract, he was obligated to do so. The same is true under Title IX statutes.

If an investigation was "conducted", either by Meyer or anyone at Ohio State, then what exactly did it entail? This, despite being the least sensational aspect of the case, is actually the most important.

"Nobody from the university came and asked me my side of the story," Smith told the Stadium. "They know there was an investigation going on, and not once did anyone call me and ask me what happened. That's a problem, and it needs to change."

That is seismic problem and it needs more than change.

If Ohio State, at any level, began any kind of investigation but never bothered to even ask the person who said they were abused to provide an initial story, then the entire investigation was either inexcusably incompetent or designed to be nothing but a cover-up.

There is just no way you can “investigate” a domestic abuse situation without getting the aggrieved party’s story. This apparently didn’t boil down into a “she said-he said.” If you believe Lindsey Voltolini, it may have been nothing more than Urban Meyer running a “he-denied-and-we-believe” inquiry.

The idea that such a thing could occur in 2015 on a college campus is part unfathomable and fully unforgivable.

While Meyer remains the biggest name in this story thus far, a real investigation into why Courtney Smith was never spoken to could draw in any number of administrators and staffers, including athletic director Gene Smith.

It’s why Ohio State should hire an outside firm to conduct this investigation, which at least in part centers on how Ohio State does or doesn’t begin or perhaps conduct investigations.

This is all on just day one of a story that shook Columbus to its core. Don’t expect Bricker Hall to be any less tense on Thursday. What comes next could be far worse.

Meyer may be on his way out. It’s quite possible he won’t be alone.

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Urban Meyer must be held accountable in wake of Zach Smith allegations

Nicole Auerbach

The Athletic

01 August 2018

Urban Meyer has some explaining to do, again, and accountability due.

A week after the Ohio State coach denied knowledge of abuse allegations against his then-assistant coach Zach Smith, continued reporting from former ESPN reporter Brett McMurphy, published on Facebook, shows that multiple people in Meyer's inner circle knew about it — and at least one person said Meyer did, too.

It's problematic if he knew. It's also problematic if he didn't.

Ohio State announced Wednesday evening that Meyer has been placed on paid administrative leave while the university conducts an investigation into the allegations. Offensive coordinator Ryan Day will serve as acting head coach.

At this point, we do not know for sure what Meyer knew in 2015. But we do know that Shelley Meyer, Urban's wife, was well aware of Zach Smith's history of violence against his now ex-wife, Courtney Smith, alleged abuse that dated back to 2009 when she was pregnant with the couple's first child. The two were close and in contact often.

The following are text messages from 2015, obtained by McMurphy:

Shelley Meyer: “I am with you! A lot of women stay hoping it will get better. I don’t blame you! But just want u to be safe. Do you have a restraining order? He scares me”

Courtney Smith: “Restraining orders don’t do anything in Ohio-I tried to get protection order which is what started this whole investigation. And that should go through soon finally. It’s hard bc you have to prove immediate danger. Legal system is tough. Basically you have to prove he will kill u to get protective order”

Shelley Meyer: “Geesh! Even w the pics? Didn’t law enforcement come to your place ever??”

It is possible that Shelley did not tell her husband of more than 30 years about new allegations against a man who works with him who “scares her.” Meyer said last week that in Gainesville in 2009, following Smith’s arrest for aggravated battery on a pregnant victim, that he and Shelley “both got involved with the relationship with that family and provided counseling, and wanted to help them moving forward.”

It is also possible that people like former Ohio State coach Earle Bruce, Smith’s grandfather and a longtime mentor to Meyer prior to his death in April 2018, and Hiram de Fries, Meyer’s “life coach,” had a fuller picture of what was going on with Zach and Courtney Smith than Meyer did. The two of them went to Courtney back in 2009 and asked her to drop charges, Courtney said.

But even if it is possible that people close to Meyer knew something he didn’t, it doesn’t make it any more acceptable.

It’s inexcusable if Meyer knew what happened in 2015 — allegations of assault in October, then a menacing by stalking charge in November — and kept Zach Smith employed on his staff. It’s also inexcusable if he didn’t know, because he should have.

Head college football coaches are entrusted with an immense amount of power, leeway and control over every facet of their programs. They often talk about how detail-oriented they are and how plugged in they are to what is going on with their players and how close they are with their staff. They say these things until something bad becomes public, and then they say they had no idea that something bad was going on. We’ve seen this over and over again; it’s as if each coach reads from the same script each time something like this happens.

But the public is not stupid, and neither are athletic directors, university presidents and board of trustee members. That’s why even coaches who denied active involvement in covering up sexual violence have been fired in recent years, with Joe Paterno and Art Briles as the prime examples.

Ultimately, it shouldn’t matter if these powerful men knew every little detail of a specific incident of domestic violence, or, in Paterno’s and Briles’ cases, widespread sexual assault. Head coaches are responsible for what occurs under their watch, including the violence incurred by men they employ or players they brought to campus. With great

power comes significant responsibility. And that responsibility should include keeping women safe.

There are fundamental problems in the way allegations of violence are handled in college sports. There have been breakdowns in existing reporting processes, failures by Title IX departments and even instances of coaches pressuring victims to recant allegations. Colleges and their athletic departments are often tasked with handling serious allegations and serious crimes, though they are not always well-equipped to do so. What needs to change is what happens when they are reported.

The proper authorities need to be notified, as does everyone up the athletic chain of command, from head coaches to athletic directors. One step in right direction is what Texas A&M is doing with its football coaching contracts; if an assistant fails to “promptly report” any information pertaining to alleged gender violence or sexual assault, they can be fired without receiving damages.

It’s too early to tell what Meyer’s ultimate punishment, if any beyond the paid leave, will be for his mishandling allegations against Zach Smith. Ohio State fired Jim Tressel over a far less serious matter. Meyer didn’t fire Smith until McMurphy’s initial reporting became public last week, and Meyer also said some very regrettable and defiant comments at Big Ten Media Days — comments that will be redefined as lies if Meyer did, in fact, know the details of the 2015 incidents.

The public is no pushover. A woman says she was repeatedly pushed against walls and repeatedly strangled, all while the alleged perpetrator remained on Meyer’s payroll facing zero disciplinary action.

Meyer needs to be held accountable for that.

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Football: Police reports depict pattern of domestic cases against Zach Smith

Colin Gay and Wyatt Crosher

OSU Lantern

2 August 2018

According to police reports obtained by The Lantern, former Ohio State wide receivers coach and recruiting coordinator Zach Smith had a history of domestic incidents reported to the police department by his now ex-wife Courtney Smith.

Ohio State announced that it had fired Zach Smith on July 23 after allegations had surfaced of domestic violence involving Courtney Smith. Courtney Smith filed a domestic violence civil protection order on July 20.

In 2009, Zach Smith, an assistant coach at the University of Florida at the time, was arrested by the Gainesville Police Department after aggravated battery of a pregnant victim. The police report obtained by The Lantern states that Smith, "grabbed the victim by her t-shirt, picked her up and threw her into a bedroom wall."

While addressing the situation at Big Ten Media Days, head coach Urban Meyer said he had been contacted about the situation in 2009.

A report made Wednesday from former ESPN reporter Brett McMurphy detailed domestic violence allegations made against Zach Smith both in 2009 and 2015, suggesting that Meyer knew about the events that occurred, something that he denied at Big Ten Media Days last week.

"I can't say it didn't happen because I wasn't there," Meyer said about the 2015 incident. "I was never told about anything, never anything came to light, never had a conversation about it, so I know nothing about that."

According to McMurphy's report, Zach Smith, in the 2015 incident, "took (Courtney) and shoved me up against the wall, with his hands around my neck," something she said happened very often.

Of the 19 reports obtained by The Lantern, seven were traffic stops, though one of the stops involved Courtney Smith being visibly upset about a domestic incident involving her ex-husband. Here are some of the incidents that other reports included.

October 21, 2015

Courtney Smith files a report on a "suspicious person" who circled her in a car, then followed her into a Kroger. In the report, Courtney Smith mentions "issues she is having with her soon to be ex husband."

October 25, 2015

This report states that Zach Smith was refusing to bring his son back to Courtney when it was her time with him. In this report, Courtney Smith states that she "has threatening text messages saved on her phone from her husband." The report states that this was while Courtney and Zach Smith were going through their divorce, and when police asked for her address to bring an officer to her house, Courtney Smith said she did not want officers responding to her house, and that she would come to the police station in the morning.

October 26, 2015

The day following Zach Smith's inability to return his son to Courtney, according to the report, Courtney Smith requests to file a restraining order against Zach Smith.

Jan. 5, 2016

Courtney Smith is stopped for speeding. According to the police report, she said "she was having domestic issues with her ex" and that "the driver was crying and visibly upset."

Dec. 17, 2017



Courtney Smith files a report that Zach Smith was seen by her neighbors at 1:30 in the morning looking into the windows of her vehicle and residence. Believing that he may have been impaired, Zach Smith, according to the police report, left in his truck, driving up on a curb and nearly striking a sign. Also, Courtney Smith reported that a Christmas wreath on her door was thrown to the ground.

March 2, 2018

Police report states that Zach Smith's children were talking with Courtney Smith using FaceTime. The children were said to be "really upset and crying." The report states that Zach Smith was yelling at the children in the background of the call, telling them to "hang up on mom" and grabbing the phone from the children's hands. The report says that Zach Smith called Courtney Smith back telling her, "she would not talk to them again and hung up on her." The police report states that Zachary Smith is bipolar and that he drinks, per Courtney Smith, who called in the request.

July 11, 2018

Courtney Smith files a report that Zach Smith has been "relentlessly stalking" and "harassing" her. The report also states Zach Smith had taken his and Courtney Smith's two children to Florida for vacation "without being honest to her as to where they were staying." The police report states that Zach Smith was not contacted when Courtney Smith filed the police report due to the fear that he would delay the return of the children.

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Ohio State to investigate allegations toward Urban Meyer, who has been put on paid administrative leave

Ari Wasserman

The Athletic

01 August 2018

Ohio State had been silent for more than six hours since the news hit the Internet, and as the seconds turned to minutes and the minutes to hours, it was becoming clear that the program could be on the verge of doing something drastic — maybe even firing Urban Meyer.

When Ohio State finally broke the silence at 6:05 p.m. EDT, it unveiled what's coming next in this saga involving Meyer and what he knew or didn't know about a string of acts of domestic violence allegedly committed by former Buckeyes assistant Zach Smith toward his ex-wife during the course of the past decade.

Ohio State decided to put Meyer on paid administrative leave, announcing that in the following statement: "The university is conducting an investigation into these allegations. During the inquiry, Urban Meyer will be on paid administrative leave. Ryan Day will serve as acting head football coach during the investigation. We are focused on supporting our players and on getting to the truth as expeditiously as possible."

Meyer had a statement as well: "Gene and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

Ohio State is set to open fall camp without its head coach Friday, nearly two weeks after Meyer fired Smith following a report from former ESPN reporter Brett McMurphy, which opened the door to an avalanche of information regarding a history of alleged repeated abuse from Smith toward his ex-wife, Courtney Smith, that dates back to 2009 and again in 2015.

Asked about what he knew and when he knew it in Chicago at Big Ten Media Days early last week, Meyer said he was aware of the 2009 incident but had zero knowledge of the one that occurred in 2015. McMurphy dropped another huge report Wednesday morning with information suggesting that Meyer knew about 2015 and lied in Chicago. In McMurphy's report, there are text messages between Courtney Smith and Meyer's wife, Shelley, and incriminating details about who on Ohio State's staff knew about the abuse.

In a 20-minute interview with Stadium, Courtney Smith said she believed Urban Meyer knew of the alleged abuse when it happened three years ago and instead enabled Zach Smith's behavior by keeping him around.

McMurphy obtained a text message from Courtney Smith to Shelley Meyer and other Ohio State coaches' wives that apparently show Urban Meyer and a number of Ohio State assistant coaches have been aware of Smith's domestic violence issues for years.

"Shelley said she was going to have to tell Urban," Courtney Smith told McMurphy. "I said: 'That's fine, you should tell Urban.' I know Shelley did everything she could."

Courtney Smith later said: "All of (the coaches') wives knew. They all did. Every single one."

Perhaps the most incriminating part of McMurphy's report was a text exchange on Nov. 5, 2015 between Courtney and the wife of Brian Voltolini, who is Ohio State's director of football operations and one of Meyer's closest confidants. That text reveals that Meyer had a direct discussion with Smith following the 2015 incident and that Smith "denied everything." If that discussion were to have ever occurred, it's irrefutable evidence that Meyer knew of the 2015 allegations despite saying in Chicago he had never heard about it.

And according to a report from cleveland.com's Bill Landis, there were nine separate police reports from the Powell, Ohio, Police Department for incidents between Zach Smith and Courtney Smith.

There are two things that could have happened:

1. Somehow Urban Meyer was completely unaware of everything that was going on with Smith despite the fact that his wife, all of his assistants' wives and numerous other people around him knew.
2. Meyer knew exactly what was occurring between Zach Smith and his wife and kept him on staff despite a history of

domestic violence, perhaps in an attempt to help Zach Smith — the grandson of former Ohio State coach and Meyer mentor Earle Bruce — turn his life around.

It's becoming increasingly harder to even convince yourself that option No. 1 is possible, especially considering Shelley Meyer and Urban Meyer have been married for 30 years and Meyer always talks about how crucial his wife in helping him maintain a level head about his larger-than-life job.

And if it's option No. 2, then it's a fireable offense and this still is far from over.

We don't know what Ohio State will find in its own extensive look into what Urban Meyer knew about Zach Smith and how he handled it, but this could be the first step that leads to the Buckeyes having to find a new head coach.

— Reported from Columbus

Football: Police reports depict

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Feldman: So many chances for others, so many questions for Urban Meyer

Bruce Feldman

The Athletic

2 August 2018

Whether Urban Meyer ever coaches another game at Ohio State is unclear at this point. On Wednesday night, Ohio State announced that Urban Meyer is going on paid leave and offensive coordinator Ryan Day was taking over as the Buckeyes' acting head coach less than 48 hours before the team opens camp.

The school is likely trying to determine whether Meyer knew about domestic abuse allegations against Zach Smith, his former wide receivers coach who also happens to be the grandson of the late Earle Bruce — Meyer's mentor. If Ohio State can determine that Meyer, the third-winningest coach in college football, knew that Smith had been physically abusive and still kept him on his staff in Columbus, it's not a stretch to think he's coached his last game there. Certainly Meyer's reaction at Big Ten media days last week in the wake of his firing of Smith seems, at best, curious given the text messages Brett McMurphy reported on Wednesday morning from Smith's ex-wife.

Last week's stories dredged up old ugly issues from Meyer's days at the University of Florida.

Meyer tends to talk in absolutes as he did last Tuesday in Chicago when he said there was "nothing" to the report from 2015. Did he mean nothing as in there were no charges filed, or nothing as in it was a bogus report from McMurphy? It sounded like the latter when Meyer added, "I don't know who creates a story like that."

The coach didn't do himself any favors last week. It only created more questions and more skepticism, and that was before Smith's ex-wife spoke up this week and presented some of her old text messages.

Meyer's reputation on the field has been unquestioned. He's led teams to three national titles and was primed to make a run at a fourth this season. Only Nick Saban is regarded as a better college coach. Meyer's tenure at Florida, though, was littered with off-field issues. To a large degree, Meyer's reputation was tarnished because he gave too many second and third (and perhaps fourth and fifth) chances to shaky character guys on his team. The arrest numbers were staggering.

Meyer's strong words about ethics and having a zero tolerance for violence toward women didn't line up with the dubious actions of many of his players.

A few months ago, I visited Columbus and spent some time around a bunch of his players. They talked about the great impact they felt from some of the speakers Meyer had brought in as part of his Real Life Wednesday program, which went back to 2010, Meyer's final season as head coach at Florida. Back then, though, the featured speakers were primarily business leaders. In the past year or two, Real Life Wednesdays had become a lot more, well, real for the players. The most impactful, the players told me, came this spring, when Meyer brought in motivational speaker Dr. Derek Greenfield for a seminar on mental health.

Meyer spoke in great detail about how his focus had shifted from obsessing over the X and Os to issues off the field that affected his players. Those are the things that are keeping him up at night, he said. He told me how he'd honed his staff's focus on the management of four key issues: Sexual assault and harassment on campus, drugs, depression/anxiety and concussions.

The results off the field have been much different than with his teams in Gainesville. The Buckeyes rarely have been in the police blotter. For those who had been around Meyer's UF teams and his Ohio State teams, they noticed a significant difference. They hadn't been rolling the dice on as many people with shaky character anymore.

However, if these allegations against Zach Smith are true and Meyer did, in fact, have knowledge of them, the coach once again has erred by his commitment to another individual with shaky character. Only this time it hasn't come from one of his players but rather one of his assistants.

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Legal Angles of Ohio State's Probe Into Urban Meyer's Knowledge of Charges Against Zach Smith

Michael McCann

Sl.com

2 August 2018

As reported by college football reporter Brett McMurphy, Ohio State football coach Urban Meyer is accused of misleading media on July 24 when Meyer alternatively downplayed and denied awareness of domestic violence allegations previously brought against his former wide receivers coach, Zach Smith. During the Big Ten media day July 24—one day after Meyer fired Smith in the wake of Smith becoming the subject of a temporary restraining order—Meyer described a 2009 incident in which Smith was arrested for battering his pregnant wife, Courtney Smith, as “what was reported wasn’t actually what happened.” Further, Meyer said of a 2015 incident in which Smith was accused of battering his wife as being news to him. Meyer explained that he had received a text the night before (July 23) about an incident involving Smith in 2015 but that “there was nothing . . . once again, there’s nothing—once again, I don’t know who creates a story like that.”

McMurphy’s reporting indicates that Meyer may have known much more about Smith’s alleged mistreatment of his ex-wife than Meyer had let on to the media. The reporting also suggests that Meyer should face serious questions as to why he kept Smith on his staff until last month.

Late Wednesday, Ohio State placed Meyer on paid administrative leave. The university will now investigate whether, and to what extent, Meyer and other university officials could have violated their legal and contractual obligations.

Smith, 34, was served a domestic violence civil protection order in July. The order is set to last five years and prevents Smith from going within 500 feet of Courtney Smith. To be clear, a domestic violence civil protection order is not a criminal conviction. Such an order requires a lower burden of persuasion—“good cause” or “preponderance of the evidence”—than the “beyond a reasonable” burden necessary for a conviction. Murphy’s reporting also indicates that Smith will have an opportunity to contest the order in court on August 3.

Still, the issuance of the order is cause for serious concern—it means that a judge has at least tentatively found that Courtney Smith is in immediate and present danger of violence and that such an order is necessary to protect her and her two children (the Smiths have two children, one is eight years old and the other is six) from Zach Smith.

Smith, who was on Myer's Florida coaching staff from 2005–09 and who had been on Meyer's Ohio State coach staff since 2012, is no stranger to domestic violence allegations and their criminal law implications. As McMurphy details, police arrested Smith for aggravated battery on a pregnant victim in 2009. Courtney Smith declined to pursue the charge, allegedly at the behest of persons close to Meyer. Smith was also investigated by law enforcement in 2015 for assault, domestic violence and stalking. He and his wife divorced in 2016, but a year later Smith was accused of making threats while trying to enter his ex-wife's residence. He received a criminal trespass warning following those alleged threats and then violated the warning this year. The violation led to an arrest for misdemeanor trespass.

While Smith's record of allegations is disturbing, it should be noted that Smith has not been convicted of any crimes.

McMurphy's investigative reporting contains numerous details as well as excerpts of key pieces of evidence and legal records. McMurphy obtained text messages purportedly sent from Smith's wife, Courtney Smith, and Meyer's wife, Shelley Meyer, which indicate that Smith's alleged acts of domestic violence may have been known to Urban Meyer and other members of the Buckeyes' coaching staff for several years. Courtney Smith contends that all of the Ohio State coaches' wives knew. That said, in an interview with Stadium, Courtney Smith acknowledged that she did not confirm with Shelley Meyer if Shelley had told Urban about the 2015 incident.

## LEGAL IMPLICATIONS, INCLUDING IF OHIO STATE EVENTUALLY SEEKS TO FIRE MEYER

There are a number of legal questions that various stakeholders will attempt to answer in the approaching days, weeks and months. One is whether Urban Meyer and/or Shelley Meyer may have failed to adhere to reporting obligations under the Title IX (as well as reporting obligations under the Clery Act and Title VII) and, if so, the potential ramifications for them and Ohio State. As with other Ohio State employees who supervise students, both Urban Meyer, as head coach of the Ohio State football team, and Shelley Meyer, as an instructor in Ohio State's College of Nursing, are required to make timely reports of certain allegations of sexual violence and harassment to relevant university administrators. Those administrators include Ohio State's Title IX coordinator and, in the case of Urban Meyer's reporting, athletic director Gene Smith.

Under Title IX, allegations that require reporting are those that concern the programs or activities of the university; here, an Ohio State football coach allegedly battering his wife likely qualifies as concerning the university. To bolster that interpretation, the university's sexual misconduct policy unambiguously states, "Any employee who receives a disclosure of a sexual assault or becomes aware of information that would lead a reasonable person to believe that a sexual assault may have occurred involving anyone covered under this policy, must report all known information immediately" (emphasis added). Potential violations of Title IX can be investigated by the Justice Department's Office



of Civil Rights and persons victimized by such violations can bring civil lawsuits against the university.

There are many unanswered questions as it relates to potential reporting issues. For one, it's possible that university officials were already aware of the 2015 allegations against Smith—either through the Meyers or through other persons, including members of law enforcement or court officers—before Meyer's press conference. Along those lines, the fact that Urban Meyer denied awareness of the 2015 allegations to the media doesn't mean that he took the same approach with university officials. Meyer was not under oath while speaking with the media, nor was he otherwise obligated to tell journalists the truth.

Along those lines and like in any major sports controversy involving a large university, it is safe to assume that there are many more important facts that will become known. Those facts could substantially change the trajectory of the story and how we interpret the behavior of those implicated.

In addition to reporting issues, there is the possibility that Ohio State might eventually seek to fire the 54-year-old Meyer and do so "for cause"—meaning without pay and due to alleged unethical behavior. Meyer's employment contract, which runs through 2023, is set to pay him \$7.6 million next year. Under the termination provision of the contract, the university retains the right to fire him for cause in a number of circumstances. A public version of Meyer's contract (this version is from the point in which the contract was extended in 2015) mentions the following "for cause" circumstances:

Depending on how the facts develop, any of those three provisions could theoretically apply to Meyer: he could be accused of violating the university's sexual misconduct policy, engaging in dishonesty in his duties as coach and failing to notify his athletic director about potential violations of university rules.

By placing Meyer on administrative leave, Ohio State will investigate the allegations and review its options. Further, by placing Meyer on paid leave, Ohio State avoids the potential legal pitfall of financially harming Meyer before making substantive determinations against him. If the university doesn't give Meyer a fair shake—such as by punishing him before finding him at fault—he could argue in court that he was denied due process. In that same vein, Ohio State placing Meyer on paid leave ensures the school doesn't unwittingly give him an opportunity to seek a court injunction to return to work.

Should Ohio State at some point move to fire Meyer with cause, he would almost certainly then sue the school for breach of contract. Meyer would stress, among other points, that Smith was not convicted of any crimes. In addition, Meyer would argue that he was under no legal obligation to fire Smith and that none of Meyer's superiors instructed him to fire Smith. Meyer might also express or imply that other university officials, such as the athletic director, general counsel and dean-level administrators, had multiple opportunities to learn of, and respond appropriately to, the allegations against Smith. To the extent Meyer could implicate other university officials in any wrongdoing, the school might seek to avert a lawsuit and negotiate a settlement with him.



Michael McCann is SI's legal analyst. He is also Associate Dean of the University of New Hampshire School of Law and editor and co-author of The Oxford Handbook of American Sports Law and Court Justice: The Inside Story of My Battle Against the NCAA.

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Meyer put on leave during investigation of former aide

Will Hobson

Washington Post

2 August 2018

Ohio State placed football coach Urban Meyer on paid administrative leave late Wednesday after the ex-wife of a longtime assistant called into question Meyer's claims he was unaware of a 2015 allegation of domestic abuse against the assistant.

In an interview published Wednesday, Courtney Smith, the ex-wife of recently fired Ohio State wide receivers coach Zach Smith, said she discussed the incident — in which she claims her ex-husband shoved her against a wall with his hands around her neck — in 2015 with Shelley Meyer, Urban Meyer's wife.

"All the (coaches') wives knew," Courtney Smith told Brett McMurphy, a college football reporter laid off by ESPN last year who posted the story on his Facebook page. "They all did. Every single one."

Smith provided text messages she exchanged with Shelley Meyer in 2015 about the incident, which brought a police visit but did not result in criminal charges against Zach Smith.

Meyer fired Zach Smith last month after the 2015 allegation came to light, as well as a 2009 incident in Florida in which police arrested Zach Smith on a domestic violence charge that Courtney Smith eventually dropped. At a news conference last month, Meyer said he knew about the 2009 incident, and did not believe the initial allegations raised were accurate, but denied knowledge of the 2015 allegation.

In a statement Wednesday evening, Ohio State said it was conducting an inquiry into the allegations raised by

Courtney Smith. Meyer, in a separate statement, said he and Ohio State athletic director Gene Smith agreed “being on leave during this inquiry will facilitate its completion.”

Offensive coordinator Ryan Day will serve as acting head coach for the Buckeyes, who open training camp in Columbus on Friday.

“I eagerly look forward to the resolution of this matter,” Meyer said.

In a statement released by his lawyer, Zach Smith denied assaulting his ex-wife.

“Zach Smith wants to be as transparent and honest as possible, but it is not going to be done today through the media. It will only be after he and his ex-wife are sworn in to testify,” attorney Brad Koffel said. “Once he gets his chance to tell his side of events, don’t be surprised when it is corroborated by every police who ever responded to Ms. Smith’s calls.”

In 2009, Zach Smith was a 25-year-old intern on Meyer’s staff at Florida when police were called to his home early one morning. Courtney Smith, then about 10 weeks pregnant, told police that her husband had “picked her up and threw into the bedroom wall,” a report states. Zach Smith was arrested on a charge of aggravated battery of a pregnant woman.

Within days, Courtney Smith claims, she heard from two close friends of Urban Meyer, who both asked her to not pursue the criminal charge. One was Earle Bruce, a former Ohio State coach and Zach Smith’s grandfather. The other was Hiram deFries, a former oil executive and longtime Meyer confidante.

“He (deFries) said, ‘If you don’t drop the charges, Zach will never coach again,’ ” Courtney Smith told McMurphy, the former ESPN reporter. ““He’s never hit you before. He was drinking. He’ll probably never do it again. You should think about giving him a second chance.”

DeFries was unable to be reached for comment late Wednesday.

At Big Ten media days last month, Meyer discussed his recent firing of Zach Smith and acknowledged awareness of the 2009 incident.

"It came back to me that what was reported wasn't actually what happened," Meyer said. "And Shelley and I actually both got involved because of our relationship with that family and advised for counseling and wanted to help as we moved forward."

Meyer denied knowledge of subsequent allegations of domestic violence against Zach Smith, who joined the Ohio State staff in 2011. According to Courtney Smith, however, she reached out to Shelley Meyer after another incident in October 2015, when, she claims, Zach Smith shoved her up against a wall as their 3-year-old daughter clung to her leg.

"I am with you! A lot of women stay hoping it will get better," Shelley Meyer texted Courtney Smith, according to messages she provided. "Do you have a restraining order? He scares me."

A few weeks later, Courtney Smith obtained a restraining order against her husband, and then filed for divorce.

The 2009 and 2015 reports came to public attention last month, after Zach Smith, 34, had to appear in court over a charge of misdemeanor trespassing, over an incident that he claims was actually a dispute with his ex-wife over when and where he was supposed to drop off their son. Subsequent media reports uncovered prior allegations.

A few days later, Meyer fired Smith.

"It's a decision that was made for the best interest of our team," Meyer explained last month.

Meyer, 54, is one of the most successful active coaches in college football. In six seasons with Ohio State, he has compiled a 73-8 record and won the 2014 national championship. He also was the head coach of Florida's 2006 and 2008 national title teams.

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Urban Meyer's leave may become permanent at Ohio State as ethics must take precedence over football

What did Meyer know and when did he know it? The answers to those questions will determine his fate

Dennis Dodd

CBSSports.com

2 August 2018

Call it whatever you want — a resignation, a firing, even the end of a career — everything now seems to be on the table for Urban Meyer.

In a startling 12-hour period, a separation between Ohio State and one of the best coaches of this age is a sudden, jolting possibility. The school placed Meyer on paid administrative leave Wednesday after a report surfaced alleging his prior knowledge about long-term domestic abuse allegations against former wide receivers coach Zach Smith.

The ex-wife of that coach, Courtney Smith, said she believes Meyer knew of the abuse as recently as 2015. She said she described it to Meyer's wife Shelley, also an instructor at Ohio State University's College of Nursing, three years ago.

Are the what-ifs of Meyer's career arc even the headline here? It is crass at this moment to be reminded that Meyer — at the prime coaching age of 54 — seems to be the only living coach in the same orbit as Nick Saban. With three national championships, age alone would give Meyer a chance to catch the great Alabama coach and his six titles.

There is the ongoing issue of who replaces Meyer in the short (acting coach Ryan Day, the offensive coordinator) and possibly long term. (Las Vegas did not waste time posting odds about Meyer's potential ouster and replacement.)

What about the health of O-H-I-O football and another championship run?

Please.

Shame on anyone who has football at the top of their thoughts as this tragedy plays out.

Veteran college football reporter Brett McMurphy shined another bright light on the menace of domestic abuse by staying on top of this story as Meyer denied knowledge of the incident and went so far as to question the reporter's professionalism at the 2018 Big Ten Media Days last month.

There is a brave woman named Courtney who has put a compelling face on the scourge.

That's the takeaway in the moment. This is no Jane Doe in a court document. This is a woman who willingly and bravely came forward. Take a look at the pictures of her injuries she allowed McMurphy to post on Facebook. Read her frantic texts. Watch her on-camera interview.

Stadium

✓@WatchStadium

EXCLUSIVE: Longtime Urban Meyer assistant Zach Smith's ex-wife, Courtney Smith, opens up about reported domestic violence and what she believes Meyer knew.

12:17 PM - Aug 1, 2018

This is a woman who's had enough. You can almost hear the silent cheers of other victims who could not muster the will to go that public.

We are told there are factors that keep abused women from coming forward -- financial considerations, family, the ongoing hope a marriage can be saved.

Whether Courtney Smith was motivated by Meyer's comments at Big Ten Media Days isn't quite known.

"I know nothing about it," Meyer said last week of the 2015 allegation.

It would appear implausible that Meyer was unaware of the 2015 incident considering Courtney Smith stated that every coach's wife on the team was aware and Shelley, who Meyer has referred to as his confidant and an integral part of the program, referred to Zach Smith in a text message as someone who "scares me."

"I told Shelley. I sent her some pictures. I spoke to her on the phone. She said she was going to have to tell Urban," Courtney Smith said during an interview with Stadium. "I said, 'That's fine. You should tell Urban. You can't have someone like this coaching young men.'"

Her subsequent detailing of the alleged abuse is destined to change her life -- and those of countless others -- in a positive way.

I saw it in the eyes of my friend, Brenda Tracy, when she told her story. Tracy, who was raped by four men in her apartment near Oregon State in 1998, speaks against sexual abuse to college teams across the country.

Courtney Smith is now an inspiration, not just a frightened, battered wife hoping for a way out. Those victims no doubt will flood her inbox. They will write her letters. They will find her. They need her.

Whether Meyer gets his job back seems to pale in comparison. I've covered him since that magic 2004 season at Utah. He was always forthcoming. His offensive schemes have changed the game.

Meyer had off-field issues at Florida that have been chronicled. He admirably beat back ailments that caused him to quit at Florida and reinvent himself soon thereafter at Ohio State.

It's no surprise he is the game's third-winningest active coach, but it's suddenly easier to imagine not only a separation between Meyer and Ohio State but Meyer and college football.

We must presume innocence, of course. But if the school's investigation finds that Meyer indeed knew of Zach Smith's alleged long-term abuse and didn't act upon it himself before last week when he fired Smith, it must be considered that his career as a major-college coach could be over.

What self-respecting athletic director or president could look at his wife and tell her he was considering hiring Meyer?

We must consider that possibility. But we also must consider what provoked Courtney Smith to come out so forcefully.

There will be the Neanderthals who wring their hands over the impact on recruiting or the Big Ten race.

It is curious to note that Ohio State is familiar in this space. The opening for Meyer, then an ESPN analyst, came about only because Jim Tressel resigned under pressure in 2011 for his role in the infamous Tatoogate scandal.

But that was a crime against the NCAA rulebook that Tressel fumbled into what looks like the end of his coaching career.

This is a question of ethics, perhaps ignoring the alleged battering of a spouse.

In each of these college scandals, there always seems to be an underlying willingness to protect the football brand and everything that comes with it – prestige, power, salary, championship banners.

I'm not saying any of that happened here, but the same questions seem to hopscotch from one scandal to another.

For those wielding that prestige and power: What did they know, and when did they know it?

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**Subject:** [cfaa-elite-clips] Ohio State Places Head Football Coach on Leave

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Ohio State Places Head Football Coach on Leave

Don Troop

Chronicle of Higher Education

2 August 2018

Ohio State University announced on Wednesday that it was placing its head football coach, Urban Meyer, on paid administrative leave while it investigates allegations that he knew that one of his assistant coaches had been accused of domestic violence three years ago.

The university acted in response to a Facebook post by Brett McMurphy, an independent college football reporter, alleging that Meyer knew that Zach Smith had abused his then-wife, Courtney Smith, in 2015. Last week Meyer fired Smith, the Buckeyes' former wide-receivers coach, after McMurphy reported that Courtney Smith had filed a domestic violence civil protection order against him three days earlier.

Meyer told reporters last week that he was aware that Smith had been accused of aggravated battery on a pregnant victim in 2009, while Smith worked under him as a graduate assistant at the University of Florida. Meyer said that he and his wife, Shelley, had tried to help the couple work through their problems but that he did not know of any subsequent abuse.

McMurphy's Facebook post on Wednesday, however, states that Courtney Smith provided text messages showing that Meyer's wife knew that the alleged abuse had continued and that she had been encouraged to tell her husband about it.

"All the wives knew," Courtney Smith told McMurphy. "They all did. Every single one."

Meyer said in a statement that he and Gene Smith, Ohio State's athletic director, "agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

McMurphy noted in his report that Zach Smith has never been convicted of domestic violence.

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**From:** "Smith, Eugene"  
**Sent:** 8/1/2018 9:15 PM  
**To:** "Steve Milligan" <[sdwightmill@yahoo.com](mailto:sdwightmill@yahoo.com)>  
**CC:**  
**Subject:** Re: Stay strong my friend

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Thanks Steve, Gene

Sent from my iPad

On Aug 1, 2018, at 10:13 PM, Steve Milligan <[sdwightmill@yahoo.com](mailto:sdwightmill@yahoo.com)> wrote:

It may be gross overreach on my part, but if you want someone to talk to, I'm here for you. I do run a \$20b company and have a sense for how this stuff works - at least in the corporate world. And, of course, I'm incredibly loyal to the University and what it represents. No need to respond. Just want you to know I'm an asset to be drawn if you feel the urge or need. This is when the job gets very lonely. I feel for you and will pray for you and Michael D. Hang in there.

[Sent from Yahoo Mail for iPhone](#)

On Wednesday, August 1, 2018, 6:57 PM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

Thank you Steve, appreciate you!! Gene

Sent from my iPad

On Aug 1, 2018, at 9:56 PM, Steve Milligan <[sdwightmill@yahoo.com](mailto:sdwightmill@yahoo.com)> wrote:

I trust your leadership.  
Your friend

[Sent from Yahoo Mail for iPhone](#)

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**CC:**  
**Subject:** [cfaa-elite-clips] Ohio State: Urban Meyer placed on administrative leave

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Ohio State: Urban Meyer placed on administrative leave

Bill Rabinowitz

Columbus Dispatch

1 August 2018

The ex-wife of Zach Smith said she informed Urban Meyer's wife, Shelley, in 2015 that the former Ohio State assistant football coach had abused her and believes that the Buckeyes coach knew about it at the time. Courtney Smith acknowledged in an interview, however, that Shelley Meyer did not say she told Urban Meyer about the abuse.

Urban Meyer has been placed on paid administrative leave as Ohio State investigates the Ohio State football coach's response to the domestic abuse allegations regarding fired wide receivers coach Zach Smith.

"The university is conducting an investigation into these allegations," said the statement from OSU released at 6:05 p.m. Wednesday.

Offensive coordinator Ryan Day will serve as acting head coach during the investigation.

"(Athletic director) Gene (Smith) and I agree that being on leave during this inquiry will facilitate its completion," Meyer said in the OSU statement. "This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

The announcement came hours after the ex-wife of Zach Smith said that she told Meyer's wife, Shelley, in 2015 about the abuse she said the fired wide receivers coach inflicted on her. Courtney Smith said she believed that Urban Meyer knew of the abuse, though she acknowledged she did not know for sure.

Meyer, 54, has a 73-8 record at Ohio State, including the inaugural 2014 College Football Playoff championship. He has not had more than two losses in any season.

His overall coaching record, which also includes stops at Bowling Green, Utah, Florida, is 177-31, including two national titles at Florida.

Day has never served as head coach. He was promoted from co-coordinator to sharing offensive coordinator duties this year after he rejected a job offer from the Tennessee Titans.

From earlier:

The ex-wife of Zach Smith said she informed Urban Meyer's wife, Shelley, in 2015 that the former Ohio State assistant football coach had abused her and believes that the Buckeyes coach knew about it at the time.

Courtney Smith acknowledged in an interview, however, that Shelley Meyer did not say she told Urban Meyer about the abuse.

In a video posted to the sports website Stadium, Courtney Smith said she sent pictures of her injuries via text message to Shelley Meyer and discussed her troubled relationship with her now ex-husband on the phone with her.

"Shelley said she was going to have to tell Urban," Courtney Smith told the website, which released the interview Wednesday. "I said, 'That's fine. You should tell Urban. We can't have somebody like this coaching young men.' "

Courtney Smith said that Shelley Meyer later would ask how she was doing and offered her help, but did not know for sure whether Shelley told her husband about her alleged abuse.

"I do believe he knew and instead he chose to believe the abuser and enable the abuser," Courtney Smith said.

Stadium

✓@WatchStadium

**EXCLUSIVE:** Longtime Urban Meyer assistant Zach Smith's ex-wife, Courtney Smith, opens up about reported domestic violence and what she believes Meyer knew.

12:17 PM - Aug 1, 2018

Urban Meyer said at the Big Ten football gathering last week in Chicago that he was aware of a 2009 incident in Florida in which Zach Smith was charged with aggravated domestic battery. Meyer was the coach at the University of Florida at the time and Zach Smith was an intern with the program. Meyer said last week that he and Shelley worked with the couple and encouraged counseling.

Meyer added, however, that he had no knowledge of an October 2015 incident in which Powell police were called to Courtney Smith's home one day after an alleged assault by Zach Smith. No charges were filed, and two weeks later Courtney Smith filed for divorce.

"I can't say it didn't happen because I wasn't there," Meyer said on July 24 of the 2015 incident. "I was never told about anything. Never anything came to light. I never had a conversation about it. So I know nothing about that.

"The first I heard about it was last night. I asked people back at the office to call and see what happened, and they came back and said they know nothing about it."

Court documents unsealed on Wednesday after a request was filed by The Dispatch provide some details about the Smiths' marriage and divorce. In her affidavit filed Dec. 18, 2015, Courtney Smith alleges a tumultuous marriage in which "Zach has made threats toward me and has become physically violent." She added that he threatened to withhold a portion of his employment bonus to her unless she withdrew her domestic violence protection order filed five months earlier.

Courtney Smith had the filed sealed "to protect certain personal interests which, if published, may negatively affect (Zach Smith's) occupation, the parties' financial circumstances and the children's well-being."

Courtney Smith filed a civil protection order against her ex-husband on July 20. Smith, the grandson of former OSU football coach and Urban Meyer mentor Earle Bruce, was fired by Meyer on July 23.

"The stalking and harassment never stopped," Courtney Smith in the court documents. "He never followed the shared parenting plan and would tell me he didn't have to because he knew I couldn't afford to pay for an attorney.

“He would corner me in my laundry while groping me and pulling his pants down and begging for sex.”

She described hidden cameras she found in her home, which she said were used by Zach to surveil her, their children and her boyfriend.

National college football reporter Brett McMurphy, formerly of ESPN, reported in a Facebook post earlier Wednesday that Courtney Smith told him that several wives of OSU football personnel knew about the alleged abuse.

“All the (coaches) wives knew,” Smith told McMurphy. “They all did. Every single one.”

The Columbus attorney who represented Zach Smith in the 2015 matter said that he did not share details of the allegation with Urban Meyer or other OSU officials. Larry James said that it would have been a breach of attorney-client privilege to do so.

“Do I have any reason to believe that the university or coach would have known of that situation? The answer is no,” James said.

Bradley Koffel, who is Zach Smith’s current attorney, said that his client kept Meyer in the dark about his legal brushes. Smith was charged with misdemeanor criminal trespassing in May after he dropped off the couple’s son at Courtney’s home instead of at a different site when he couldn’t reach his ex-wife.

A Powell police officer told Zach Smith five months earlier that he could no longer go to Courtney’s home to drop off their two children, but the Smiths’ shared parenting plan allows for him to do so.

“I can tell you as a matter of fact,” Koffel texted The Dispatch on Wednesday, “that Zach never told Coach Meyer about the 2018 criminal trespass even after I told Zach, ‘Urban shouldn’t have to hear about this in the news someday.’

“I now understand why Zach compartmentalized the info — to protect Urban. You cannot impute every family argument involving an employee and his wife to the CEO of a company or the head coach of a large football program.

“Also, when the police show up and walk away after investigating the accusations, that also factors into what action, if any, an employer should take against their employee.”

Columbus attorney Larry James, who represented Zach Smith in the 2015 matter, said that he did not share details of the allegation with Meyer or other OSU officials. He said that it would have been a breach of attorney-client privilege to do so.

“Do I have any reason to believe that the university or coach would have known of that situation? The answer is no,” James said.

He said he reached out to the prosecutor and investigating officer “and there was nothing there — unequivocal.”

An Ohio State football spokesman has not responded to a request for comment. Attempts to reach Courtney Smith were unsuccessful.

Dispatch reporters Tim May and Dean Narciso contributed to this story.

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Urban Meyer placed on leave as Ohio State investigates what he knew about alleged abuse

Paul Myerberg

USA TODAY

1 August 2018

Football coach Urban Meyer was placed on administrative leave Wednesday by Ohio State, a stunning twist to his wildly successful tenure amid allegations he was aware of multiple instances of domestic abuse involving one of his former assistant coaches.

That assistant, former wide receivers coach Zach Smith, was accused of abuse by his ex-wife on several occasions, most recently in 2015. Meyer denied knowledge of that incident during an appearance at Big Ten Conference media days in July, though he said he was aware of a 2009 dispute between Smith and his ex-wife when he hired Smith in 2012.

"The University is conducting an investigation into these allegations," said a statement from the school. "During the inquiry, Urban Meyer will be on paid administrative leave. ... We are focused on supporting our players and on getting to the truth as expeditiously as possible."

Ryan Day, offensive coordinator and quarterbacks coach, will serve as interim head coach during the investigation, the school said.

Meyer also released a statement: "Gene (Smith, the AD) and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

In a taped appearance for the web site Stadium, Smith's ex-wife, Courtney Smith, said she had told Meyer's wife, Shelley, and Lindsey Voltolini, the wife of Ohio State's director of football operations, about her ex-husband's abusive behavior.

Among the correspondences between Smith and Shelley Meyer were photos showing bruises stemming from the 2015 incident.

At Big Ten media days, Meyer said members of the Ohio State staff had looked into the 2015 allegations, and that "there's nothing."

Meyer continued, "I don't know who creates a story like that."

Yet a text-message exchange between Smith and Voltolini obtained by former ESPN reporter Brett McMurphy implied that Meyer was aware of the allegations. "He (Urban) doesn't know what to think," reads one text message sent by Voltolini.

"I do believe he (Meyer) knew, but instead he chose to help the abuser and enable the abuser and believed whatever story Zach was telling everybody," Smith said.

Across multiple stops, each more successful than the last, Meyer's coaching career has been a contradiction of near-unparalleled success marred by bouts of controversy.

At Florida, where Meyer led the Gators to national championships in 2006 and 2008, his program dominated the Southeastern Conference yet too often found itself in the headlines for player misconduct. Off the field, a program that seemed invincible was anything but.

Thirty-one players were arrested during Meyer's tenure, which spanned from 2005-10. A report by Sporting News detailed an altercation between Florida assistant coach Billy Gonzales and star receiver Percy Harvin, which saw Harvin grab Gonzales by the throat and tackle him to the ground before being separated by two assistants.

Another one of Meyer's stars at Florida, tight Aaron Hernandez, was involved in two incidents during his time with the Gators, both in 2007. In one, Hernandez punched a restaurant employee in the side of the head, rupturing the individual's eardrum. In the other, Hernandez was viewed as a person of interest in a shooting that occurred after a night at a local nightclub.

In 2013, Hernandez was arrested and charged in the murder of an acquaintance in North Attleborough, Mass. Hernandez was found guilty of first-degree murder in 2015.

On the field, on the other hand, Meyer led Florida back to prominence after a brief dip following the retirement of former head coach Steve Spurrier.

Led by quarterback Tim Tebow, the Gators won the national championship in both 2006 and 2008, finished No. 3 in the Amway Coaches Poll in 2009 and finished lower than 16th nationally just once, in Meyer's final season in 2010.

Meyer nearly retired in the winter of 2009, after a health scare involving chest pains following the recent conference championship game and a desire to spend more time with his family. He officially stepped down on Dec. 9, 2010, and spent the 2011 season as an analyst for ESPN.

"At the end of the day, I'm very convinced that you're going to be judged on how you are as a husband and as a father and not on how many bowl games we won," Meyer said at the time.

But it wasn't long before he returned to coaching. A native of Ashtabula, Ohio, Meyer was hired by Ohio State in late November of 2011, and immediately moved the Buckeyes into elite company: OSU went 12-0 in his debut season, in 2012, though the Buckeyes were ineligible for the postseason due to sanctions stemming from the Jim Tressel era.

Of Meyer's six teams, just one, in 2013, finished outside the top 10 of the Coaches Poll. The 2014 team claimed the inaugural College Football Playoff national championship. Each of the five Meyer-coached teams eligible for the postseason reached a New Year's Six bowl; all six combined for just three losses in regular-season Big Ten play.

He always had a reputation for being difficult, addicted to the details, micromanaging every detail of his program, however small. At Ohio State, for instance, the desk in Meyer's office was angled toward the door leading into the Buckeyes' main football facility — allowing him to see who was going in and out, and when.

Yet you could never argue with the results. Meyer holds a career record of 177-31, which includes earlier, two-year stints at Bowling Green and Utah. His final team at Utah, in 2004, went 12-0 and won the Fiesta Bowl. In the history of the FBS, just three coaches have done better than Meyer's 85.1 winning percentage.

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McMurphy facebook post

Brett McMurphy

Facebook

1 August 2018

COLUMBUS, Ohio – Text messages I have obtained, an exclusive interview with the victim and other information I have learned shows Ohio State coach Urban Meyer knew in 2015 of domestic abuse allegations against a member of his coaching staff.

Courtney Smith, ex-wife of fired Ohio State assistant coach Zach Smith, provided text messages between her and the wives of Ohio State coaches – including Urban Meyer’s wife, Shelley – showing Meyer’s knowledge of the situation.

Meyer said last week during Big Ten Media Days that he had no knowledge of two alleged domestic violence incidents in 2015 with former assistant wide receivers coach Zach Smith that were investigated by the Powell (Ohio) Police Department.

Meyer said had he known, he would have fired Smith in 2015 – three years before he did last week after I reported the alleged domestic violence.

“All the (coaches) wives knew,” Courtney said. “They all did. Every single one.”

On Wednesday, about 7 hours after my report, Ohio State announced Meyer had been placed on paid administrative leave and launched an investigation into the allegations.

"During the inquiry, Urban Meyer will be on paid administrative leave," according to an Ohio State. "Ryan Day will serve as acting head football coach during the investigation. We are focused on supporting our players and on getting to the truth as expeditiously as possible."

In a statement Meyer said: "(Ohio State athletic director) Gene (Smith) and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

What's unknown is if Ohio State was in violation of Title IX, which states: discrimination on the basis of sex, can include sexual harassment, rape, and sexual assault. A college or university that receives federal funding may be held legally responsible when it knows about and ignores sexual harassment or assault in its programs or activities.

The Ohio State University's sexual misconduct policy also may have been violated. Included in the Employees Duty to Report section it says:

"anyone who supervises faculty, staff, students, or volunteers" is responsible "in addition to the requirement of reporting incidents of sexual assault, the following members of the university community have an additional obligation to report all other incidents of sexual misconduct, when they receive a disclosure of sexual misconduct or become aware of information that would lead a reasonable person to believe that sexual misconduct may have occurred involving anyone covered under this policy. These individuals must report the incident within five work days of becoming aware of such information."

If Urban Meyer knew about the domestic violence issues, he may have violated his contract and could be fired with cause. The contract says he must "promptly report to Ohio State's Title IX Coordinator for Athletics any known violations of Ohio State's Sexual Misconduct Policy (including but not limited to sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty or staff."

When asked specifically if he knew of the domestic violence incidents with Zach Smith, or if he had been told of them, Meyer said, "I was never told about anything. Never anything came to light, never had a conversation about it. So I know nothing about it. I asked people back at the office to call and see what happened, and they came back and said they know nothing."

However, text messages I have obtained sent from Courtney Smith, Meyer's wife Shelley; and other Ohio State coaches' wives show Urban Meyer and a number of Ohio State assistant coaches were aware of Smith's domestic violence issues for several years.

Courtney said Shelley Meyer, Urban's wife of nearly three decades, knew about the abuse that began in 2009, continued in 2015 and culminated with Zach Smith being served a domestic violence civil protection order last week.

Courtney said she and Shelley often discussed Zach's domestic violence.

"Shelley said she was going to have to tell Urban," Courtney said. "I said: 'That's fine, you should tell Urban.' I know Shelley did everything she could."

Shelley Meyer is a registered nurse and instructor of Clinical Practice at the Ohio State University College of Nursing. She too is bound by Title IX standards.

On Oct. 25, 2015, Courtney and Zach were separated. Zach came by her house, an argument ensued and then Courtney said he assaulted her.

"He took me and shoved me up against the wall, with his hands around my neck," Courtney said. "Something he did very often. My (then 3-year old) daughter was clinging to my leg. It obviously registered with him what he was doing, so he took my (then 5-year old) son and left. So I called the police."

Since Zach had already left, Courtney told the police not to come to the house because she had to calm her daughter down and put her to bed. The police said since Zach had left, they could come out the next day or she could come by the station the next morning. The report was officially filed on Oct. 26, 2015. Zach Smith has never been convicted of domestic violence.

One 2015 text exchange between Courtney and Shelley Meyer shows the extent of Shelley's knowledge of the alleged domestic abuse and that she was concerned for Courtney's safety.

Shelley: "I am with you! A lot of women stay hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me"

Courtney: "Restraining orders don't do anything in Ohio-I tried to get protection order which is what started this whole investigation. And that should go through soon finally. It's hard bc you have to prove immediate danger. Legal system is tough. Basically you have to prove he will kill u to get protective order"

Shelley: "Geesh! Even w the pics? Didn't law enforcement come to your place ever??"

During Big Ten Media Days last week, Meyer was asked about the importance of wives helping coaches on and off the field, and how Shelley has impacted his coaching life.

“She’s always weighed in as my best friend and soul mate,” Urban said. “She’s been right there with everything. Especially when you’re dealing with – not who’s going to carry the ball on third down, she has an opinion on that too – we chat about people. She has a great spirit. A great love of people. Her heart is always in the right place. She’s phenomenal. Absolutely I rely on her.”

Two weeks after the Oct. 25, 2015 incident, a Nov. 5, 2015 text exchange between Lindsey Voltolini and Courtney shows Meyer talked to Zach Smith about the incident.

Lindsey is the wife of Brian Voltolini, considered one of Meyer’s most loyal staff members. Brian is Ohio State’s football operations director and has been part of Meyer’s staffs for 15 seasons at Bowling Green, Utah, Florida and Ohio State.

Courtney: “(Zach’s) trying to make me look crazy bc that’s what Shelley is saying (he’s doing)”

Lindsey: “He (Urban) just said he (Zach) denied everything”

Courtney: “I hope urban is smarter than that”

Lindsey: “He (Urban) doesn’t know what to think”

Courtney: “I don’t really care. Ya know”

Lindsey: “Yeah, don’t worry about urb”

Despite that common knowledge throughout the Woody Hayes Athletic Complex, Smith remained on Ohio State’s staff for six seasons until he was fired July 23 – only after I initially uncovered and reported earlier that day that Smith had a long history of domestic violence abuse allegations against Courtney.

Larry H. James, a Columbus attorney selected by Ohio State in 2011 as its lead counsel to represent its student



athletes in NCAA investigations, said he was Zach Smith's attorney in 2015. In November of 2015, James contacted Terry Thomas, then Courtney's attorney, seeking information. Thomas would not reveal specifics of the conversation.

"He called me and asked 'how bad was it?' " Thomas said. "I said 'it's bad.' I assume he wanted the information so he could report this back to his client."

When contacted Wednesday morning, James said he did not forward any information to Ohio State because that would violate attorney-client privilege.

In 2011 James was selected by Ohio State to represent its players in Tattoo-gate, a tattoo for memorabilia tradeoff that led to the firing of beloved coach Jim Tressel.

During the 2015 call from James to Thomas, Courtney said that Zach's attorney asked Thomas "if Zach would be a threat to the players?"

The first time Zach Smith allegedly physically abused his wife was June 21, 2009 in Gainesville, Fla. Courtney Smith, then 24, was 8-10 weeks pregnant.

On June 20, 2009, Florida was coming off its second national title in three seasons under Meyer. Urban and his wife threw a party before their hard-working staff members left for summer break. After the party, Courtney said she went home, while Zach went out with some buddies. Courtney said Zach returned home drunk around 3 a.m. with a female co-worker, who Zach called "baby," pleading with Courtney to let the woman spend the night with them, according to a Gainesville police report.

Courtney said the woman was Amy Nicol, who at the time was Meyer's secretary at Florida. For the past six years Nicol has been director of internal operations for Ohio State's football program and a member of Meyer's staff a total of 10 seasons. According to the police report, Zach said that night Amy "was upset from breaking up with her boyfriend" and needed a place to stay.

Courtney refused and drove Amy home. Upon returning "a heated argument ensued in the upstairs bedroom. Courtney stated she tried to get Zach out of her bed, which he refused and then forcefully grabbed her," according to the police report.

The report said Zach Smith, then 25, "picked (Courtney) up, by grabbing her T-shirt and threw her against the

bedroom wall.”

It was the Smith’s one-year wedding anniversary.

Zach Smith, then in his fourth year on UF’s staff, was handcuffed and arrested for aggravated battery on a pregnant victim. Meyer said last week at Big Ten Media Days that in 2009 he and his wife Shelley “advised for counseling and wanted to help” the couple.

“As I do many times, most coaches and people in leadership positions, you receive a phone call,” Meyer said at Big Ten Media Days. “The first thing you do is tell your boss, let the experts do their jobs.

“We’re certainly not going to investigate. It came back to me that what was reported wasn’t actually what happened.”

A few days after Zach’s 2009 arrest, Courtney said two of Meyer’s closest friends – Hiram de Fries and Earle Bruce – asked her to drop the charges. Bruce is Zach Smith’s grandfather, de Fries is Meyer’s “life coach.”

Bruce, who died in April, has a special place in Meyer’s heart. Bruce succeeded Woody Hayes at Ohio State from 1979-87, posting an 81-26-1 record in nine seasons.

“He is the strongest relationship I’ve ever had other than my father,” Meyer said last week. “I’ve made that clear many, many times.”

Bruce and Zach’s mother drove from Ohio to Gainesville to ask Courtney to drop the charges, Courtney said. Courtney said she also received a call from de Fries to set up a meeting at Panera Bread on SW Archer Road in Gainesville.

Meyer and de Fries’ relationship goes back more than 20 years, when Meyer was an assistant at Colorado State in the 1990s. Unofficially, de Fries has been a professional life skills expert the past two decades. His official title at Ohio State: special assistant to the head coach.

In “Urban’s Way,” a 2008 book on Meyer written by Buddy Martin and authorized by Meyer, Meyer said: “Hiram is like my uncle. Hiram is my ‘chemistry coach.’ When I was a young coach, I always said I wanted to have an older guy as the chemistry coach on my staff to help us all get on the same page.”

When asked last week how important de Fries was to the Ohio State program, senior offensive tackle Isaiah Prince said: "Having Coach Hiram around, he's like the grandfather of the team. He's got that wisdom. He has been here a long time and he has been through a lot. He always knows when something is wrong even when you don't say anything. He's a great resource to have. Everybody loves him."

On a July morning in 2009, Courtney Smith sat across the table from de Fries, a former attorney and Shell Oil executive. Courtney said de Fries pressured her to drop the charges.

"He said 'if you don't drop the charges, Zach will never coach again,' " Courtney said. " 'He's never hit you before. He was drinking. He'll probably never do it again. You should think about giving him a second chance.' "

Ultimately, Courtney said she relented to de Fries and didn't press charges. Courtney had convinced herself this would never happen again.

She was wrong.

After spending five seasons with Meyer at Florida, Zach was an assistant at Marshall in 2010 and Temple in 2011. Meyer and Smith were reunited the following season when Meyer returned to coaching at Ohio State.

"Zach Smith has already coached with me for five seasons and so I know what a quality coach he is," Meyer said when Smith was hired as Ohio State's wide receivers coach on Dec. 22, 2011. "He knows my system inside and out and he teaches the system the way I want it to be taught."

Three months later, the Smith's second child was born on March 23, 2012.

"When we came to Columbus and after I had my daughter (in 2012), things got really bad," Courtney said. "I believed his life was spiraling out of control. He was only 28 when he got (the Ohio State job), his grandmother died. Maybe it was the stress but he was emotionally and physically abusing. Pushing me against the wall, putting his hands around my throat. There were so many instances. It's hard to recall all of them."

Courtney said she left Zach on June 6, 2015 – but the violence and harassment didn't stop, including the incident on Oct. 25, 2015 and a Nov. 9, 2015 menacing by stalking charge against Zach by the Powell Police.

On the original Oct. 26, 2015 Powell Police report, a box on the form was checked indicating Zach had been arrested. However, nearly three years later – after I reported the incident last week – the Powell Police released a revised version of the report to the media and the arrest box was no longer checked.

“The terminology used by the Police Department was different in the original report (dated 10/26/2015) and inconsistent with what actually occurred,” said Megan Canavan, director of communication for the Powell Police Department.

That same report states: “The victim reports that a domestic incident happened last night at (Courtney's) home and that she has been a victim of sustained physical abuse by the suspect.”

On Nov. 10, 2015, Courtney was granted a restraining order against Zach.

Two days later – on Nov. 12, 2015 – after years of abuse, verbal intimidation, threats, bullying, bruised and beaten body parts, according to police reports, text messages and photos, Courtney filed for divorce.

Zach's attorney had the Smith's divorce documents sealed “ex parte,” without Courtney's consent, according to an e-mail I obtained from Courtney's attorney, shielding Zach's alleged abuse from going public. The records were sealed Nov. 23, 2015 by Delaware County (Ohio) Common Pleas Judge Everett H. Krueger “in order to protect certain businesses and personal interests which, if published, may negatively affect (Zach Smith's) occupation.”

The divorce documents were unsealed and released this morning.

No one really knew the hell Courtney was going through except the authorities, family members, members of Ohio State's coaching staff – and their wives.

“I know why nothing was done. Everyone was out to protect themselves. Zach had people that were far more powerful than I would ever be that were protecting him and for the wrong reasons. I think people that knew (about the abuse) should have helped me. Instead, they chose to enable an abuser.”

Courtney said the text messages she received from the coaches' wives were always supportive and sympathetic. She said Shelley Meyer was a frequent texter.

Photos that Courtney said she shared via text with other wives show bruises on Courtney's neck and arms from beatings she suffered in 2014 and 2015. Another photo shows blood gushing out of her thumb when Zach cut her with the metal top of a smokeless tobacco can after another 2014 incident.

Courtney said during her ordeal, Shelley was always supportive. "She would constantly text me and check up on me and see how I was doing," Courtney said.

Back in 2009 in Gainesville, Courtney Smith needed help. She was a frightened, battered 24-year old newlywed with nowhere to turn. She was convinced by Urban Meyer's top confidant and future "special assistant to the head coach" that there was too much at risk to press charges against Zach.

In Ohio, she found herself in a similar situation. Courtney said she called 911 "a handful of times" over the years but didn't always pursue charges.

"I hung up out of fear because I was scared Zach would lose his job," Courtney said. "He threw me down on the bathroom floor (in April of 2015) and screamed 'look what you've turned me into.' I don't know what he was on. Another time, he took the top of a dip can and cut my hand. Everyone – all my family – said don't call 911. If you do, he'll get fired."

Brenda Tracy, 44, is the nation's leading advocate in the battle against sexual and relationship violence in college football. In 1998, she was gang raped by four men, three of them were college football players. She travels the country speaking to high school and college athletes and coaches about her experiences and the ways they can work to end rape culture.

"It's very upsetting someone with this type of violent history would have been on Ohio State's staff that long," Tracy said. "(His firing) should've happened sooner."

Tracy said Courtney's fear to file charges is normal for domestic violence victims.

"In cases of domestic violence there are many things the victim has to think about," Tracy said. "Often times there's mental, emotional, physical and financial abuse going on. The victim may be completely dependent upon this person for housing, money and food. They may be dependent on this person to help them meet the basic needs of life for them and their children."

“Society thinks it’s simple: if he hits you, just leave. But it’s never that simple. There are many things to consider and the lack of understanding by our society about the dynamics of domestic violence makes everything even more difficult for the survivor.”

At the time of his firing, Zach was earning \$340,000 a year. Courtney had not worked since 2010 when Zach was hired as a full-time assistant at Marshall.

In September of 2015, a month before Courtney officially filed for divorce, Zach continued to send threatening text messages.

Zach texted Courtney: “The past 3 months. You were going to try to give me a chance a week ago and now, even though I have done NOTHING WRONG since then, you’re done with me. I will kill that bitch and everyone involved. For ruining my life. I am getting myself right and getting punished. F--- all of you.”

Zach to Courtney: “Just know that now... I will find you when your out. I will come seek the douche your with. I will f--- him up to the point that no one will recognize him”

Despite Zach never having been convicted of any charges, on July 20, Delaware County court of pleas magistrate David J. Laughlin issued a domestic violence civil protection order against Zach.

Laughlin’s ruling said: “the court finds that (Courtney Smith) is in immediate and present danger of domestic violence and for good cause the following temporary orders are necessary to protect the persons named (Courtney Smith and her children Cameron, 8, and Quinn, 6) in this order from domestic violence.”

Bradley Koffel, Zach Smith’s attorney, dismissed the domestic violence allegations and the recently issued five-year domestic violence civil protection order against Zach.

“OSU was put in a corner by the unfounded accusations of an ex-wife who weaponized 911 many times over the years,” Koffel told The Columbus Dispatch last week.

In 2002, Smith walked-on to the Bowling Green football team to play for Meyer. He later followed Meyer to Florida. In all, Smith was on Meyer’s coaching staffs for 11 seasons – five at UF, six at Ohio State.

Police records in Florida and Ohio document a history of domestic violence allegations, and a trail of physical and verbal abuse, stalking and intimidation by Zach Smith, 34. He spent nearly one-third of his life working for Meyer, one of the most successful and powerful football coaches of all-time.

Until Smith was fired last week, he was the only remaining assistant from Meyer's first staff at Ohio State after Meyer took over in 2012.

In April, Meyer received a contract extension from Ohio State through Jan. 31, 2023 that will pay him an average of \$8.49 million per year over the life of the five-year contract. He is the nation's second highest paid coach, behind Alabama's Nick Saban.

Meyer has won a total of three national titles at two different schools and one of only four coaches in college football history to do so. Yet, Meyer proudly states his on field success with the Buckeyes is matched only by the team's off-the-field "core values."

In the Woody Hayes Athletic Complex, emblazoned on the wall, are Meyer's five core values. Among the five – in ALL CAPS – is "TREAT WOMEN WITH RESPECT"

"The core values is something that – there's a difference between a mistake and a core value," Meyer said last week at Big Ten media days. "When I was six years old, I was sat down by my father and it was explained to me about what core values are and what mistakes are. Mistakes are correctible. Core values are who you are."

So why would a coach at the top of his profession, jeopardize his entire career and legacy – and ignore his core values – because of a sense of loyalty to former mentor Earle Bruce?

"Zach once told me," said Courtney, "if he ever got fired and this all comes out: 'I'll take everyone at Ohio State down with me.' "

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**Subject:** [cfaa-elite-clips] What's Urban Meyer's Ohio State future after latest Zach Smith report?

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What's Urban Meyer's Ohio State future after latest Zach Smith report?

Doug Lesmerises

cleveland.com

1 August 2018

COLUMBUS, Ohio – Courtney Smith was trying to get help.

That we know.

Alleging repeated instances of domestic abuse, the ex-wife of former Ohio State receivers coach Zach Smith reached out to Shelley Meyer, Urban Meyer's wife, she told reporter Brett McMurphy. She spoke to Powell police about it multiple times, including while in tears when pulled over during a routine traffic stop, according to incident reports obtained by cleveland.com.

The Smiths divorced in 2016, and a hearing will be held Friday on Courtney Smith's request for protective order against Zach Smith.

But should the Ohio State football program, led by Urban Meyer, have done more to help Courtney Smith, to report the allegations of violence and to remove Zach Smith from the football program long before firing him last Monday?

If Urban Meyer failed in that regard, if he knew of Courtney's repeated assertions and didn't act, should he no longer be Ohio State's football coach?



We're asking questions here, because I don't think we have 100 percent proof about what Urban Meyer knew and didn't know. Zach Smith has never been charged with a domestic-violence crime. That's a fact in this matter, but it is not an excuse.

Because according to Courtney Smith, her allegations of Zach Smith's abuse were an open secret among key members of the Ohio State football program. Courtney Smith told McMurphy that all the wives of the OSU assistant coaches knew. McMurphy's story provided text messages between Courtney Smith and Shelley Meyer and another wife of a staffer.

Given that, two things are possible regarding a \$7 million football coach with three national titles and entering his 17th year running a program.

1. Urban Meyer knew that Courtney Smith repeatedly alleged Zach Smith was abusing her, and Meyer kept Zach Smith on staff, coaching and recruiting teenagers in a program that Meyer said has zero tolerance for violence toward women.
2. The culture of the Ohio State program kept Meyer insulated from what Courtney Smith was telling many people. Many people connected with the Buckeyes, including Shelley Meyer, kept the information from Urban Meyer, perhaps in an attempt to save Zach Smith's job. Courtney Smith said she told Shelley Meyer to tell her husband of the abuse, but she isn't sure if she ever did.

Scenario No. 1 is very possibly a fireable offense, especially because Meyer then would have lied last week about not knowing about any incidents in 2015.

Scenario No. 2 would require Ohio State to examine how the people around its football program handle serious real-life issues.

Ohio State football fans want to know if this will end Meyer's tenure at Ohio State, and certainly that's a possibility. I believed there was in some ways a rush to judgment on Meyer's handling of Smith last week, because there was a timeline that Meyer laid out that was both plausible and at least somewhat reasonable.

\* 2009 - He learned of a domestic incident while coaching at Florida, while Zach Smith was a staffer, where a police report was filed alleging Zach abused Courtney, but there were no charges. Meyer talked to the Smiths, and believed it wasn't as serious as the police report, which Meyer said he didn't see, made it sound. He kept Smith on the Florida staff. Meyer had an almost family connection to the Smiths, because Zach Smith is the grandson of the late Earle Bruce, Meyer's mentor, and maybe he viewed this as a family matter that had been handled.

\* 2015 - There were two more police reports, but no charges, that involved Zach Smith. Meyer said last week he did not know about them. If he did not know about them, and was operating under the assumption that Smith had the 2009 police report and nothing else, he would have no reason to fire him.

"I can't say it didn't happen because I wasn't there," Meyer said last Tuesday of those 2015 reports. "I was never told about anything, anything never came to light, never had a conversation about it, so I know nothing about that."

\* 2018 - Zach Smith was charged with criminal trespassing in May over a custody disagreement and Courtney Smith filed for a protective order. The story of the 2009 incident and 2015 incidents were made public, and Smith was fired.

If that's 2009 (when Meyer thought it was handled) to 2018 before he learned anything more, that's one thing. And that's what Meyer said. You could believe Meyer on that last week.

But as I wrote then, that required him telling the truth.

The question is whether McMurphy's report and Courtney Smith's words prove Meyer lied last week. Do they prove he did know something in 2015, didn't act and is covering that up?

Maybe. There is one person in a text message Courtney Smith revealed saying that Urban Meyer knew. But there isn't a text from Urban Meyer. But now she has spoken. And now Urban Meyer needs to speak again.

He answered eight questions about how he handled Zach Smith last week, four in a news conference and four in a group interview. It made clear that Meyer said he absolutely had no idea in 2015 that Zach Smith was alleged by his wife, who was filing for divorce, to be a repeated domestic abuser.

"I was never told about anything," Meyer said.

He needs to explain that claim in light of what Courtney Smith is saying now.

Urban Meyer does not own ultimate responsibility for Courtney Smith, who also said in an interview that she told her own family and Smith's family about abuse, and nothing was done. She said she was told not to call the police for fear

that Zach Smith would lose his job.

Stadium

✓@WatchStadium

EXCLUSIVE: Longtime Urban Meyer assistant Zach Smith's ex-wife, Courtney Smith, opens up about reported domestic violence and what she believes Meyer knew.

12:17 PM - Aug 1, 2018

If a woman is abused, reaches out for help and receives none, that's a failure by all involved - not just her husband's boss.

But Urban Meyer does owe ultimate responsibility to the people and players of the Ohio State football program. If he continued to employ an assistant he had strong reason to believe was a repeated domestic abuser, and if he knew about the incidents in 2015 and lied about it now, then Meyer didn't live up to that responsibility.

I'm not sure this will lead to Meyer's dismissal at Ohio State. But it's another question that needs to be asked now.

Meyer needs to speak. Ohio State needs to explain. And women who allege abuse need to be heard by everyone.

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Urban Meyer placed on administrative leave, Ryan Day named acting head coach: Ohio State football news

Bill Landis

cleveland.com

1 August 2018

COLUMBUS, Ohio – Ohio State football coach Urban Meyer has been placed on paid administrative leave while the university investigates allegations that Meyer knew about a 2015 domestic-abuse allegation against former receivers coach Zach Smith, and allowed Smith to remain on his staff for three years before firing him July 23.

"The university is conducting an investigation into these allegations ... We are focused on supporting our players and on getting to the truth as expeditiously as possible," a statement from the university read.

Offensive coordinator and quarterbacks coach Ryan Day will serve as acting head football coach.

Meyer also issued a statement:

"(Athletic director) Gene (Smith) and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

Ohio State is set to open 2018 fall camp on Friday.

Zach Smith was fired last week after a report from Brett McMurphy revealed domestic-abuse allegations against Smith

from his now ex-wife, Courtney Smith, in Florida in 2009 and in Ohio in 2015. Zach Smith was a graduate assistant on Meyer's Florida staff in 2009.

Meyer said he was aware of the 2009 incident when it happened, that charges were never filed and that he and his wife Shelley counseled the Smiths.

He denied any knowledge of the 2015 incident, and said it had nothing to do with Smith's dismissal.

Smith is facing a criminal trespass charge from an incident involving a child custody exchange with his ex-wife back in May of this year. Courtney Smith filed an order of protection against her ex-husband in Delaware, Ohio on July 20.

Zach Smith has never been charged with a domestic-violence crime.

A new report from McMurphy on Wednesday uncovered text exchanges between Courtney Smith and Shelley Meyer detailing the alleged 2015 abuse, and photos of bruises that Smith claimed to have shared with Shelley. In a video interview with Stadium, Courtney Smith said she believed Urban Meyer knew of the alleged abuse when it happened three years ago.

"I do believe he knew, and instead he chose to help the abuser, enable the abuser, and believe every story Zach was telling everybody," Courtney Smith told Stadium.

She also said that the university was aware of a domestic-violence investigation into her ex-husband that ended without any charges.

"Nobody from the university came and asked me my side of the story," Smith said. "They knew there was an investigation going on, and not once did anyone call me and ask me what happened. That's a problem, and it needs to change."

McMurphy's reporting detailed that at the very least, Meyer's wife and the wives of some his staff members were aware of the alleged abuse. A Nov. 5, 2015 text exchange between Courtney Smith and the wife of Brian Voltolini, Ohio State's director of football operations, implied that Meyer had a discussion with Zach Smith about the alleged 2015 incident, and that Smith "denied everything."

In her interview with Stadium, Courtney Smith said she did not know whether Shelley Meyer reported the alleged abuse to Urban Meyer.

Zach Smith was one of the original nine assistants hired by Meyer when he came to Ohio State in 2012. Smith, 34, is the grandson of former Ohio State coach Earle Bruce.

Meyer was adamant that he had no knowledge of the alleged 2015 incident, even suggesting at one point during Big Ten media days last week that the whole thing was possibly made up. He later said he had his staff look into it, and they couldn't find anything. He said he was never made aware of a 2015 incident involving Zach Smith.

Meyer told The Athletic that he was already looking into Smith's job status before those reports surfaced.

Police reports obtained by cleveland.com detail a tumultuous three-year period of domestic incidents involving the Smiths from 2015 to 2018.

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Why Ryan Day had to be named acting head coach: Ohio State football analysis

Bill Landis

cleveland.com

1 August 2018

COLUMBUS, Ohio — Ohio State ponying up the money to keep Ryan Day last spring has turned out to matter much more than first anticipated. What was a move then to keep a talented offensive coordinator and quarterbacks coach on staff has turned into a viable way for OSU to navigate a volatile coaching situation.

Day, 39, will serve as acting head football coach while Urban Meyer goes on paid administrative leave pending a university investigation into what Meyer knew, and when, about domestic abuse allegations against former receivers coach Zach Smith.

On a coaching staff that includes two former head coaches, Day was the only logical choice.

It had to be a coordinator. Ohio State has two on each side of the ball. Day and Kevin Wilson work as offensive coordinators. Greg Schiano is defensive coordinator, with Alex Grinch serving as co-defensive coordinator.

Grinch is too new, an Ohio native only hired this spring after a strong run at Washington State. Schiano and Wilson weren't viable options at this time.

Not with Schiano's ties to Penn State that made him the talk of last winter's coaching carousel when backlash from Tennessee fans caused a deal between UT and Schiano to break down in a very public, very ugly way. That doesn't preclude Schiano from ever being a head coach again, but whether you agreed with Tennessee fans' reaction or not, some of that sentiment would have resurfaced had Schiano been named acting head coach by Ohio State on

Wednesday.

Wilson, who joined the OSU staff last year, resigned as Indiana's head coach in 2015 amid allegations of player mistreatment. It couldn't have been him either.

Despite both of them having previous head coach experience, and Day having none, Ohio State could not risk potentially compounding one public relations disaster with another.

So it had to be Day, who's only been on staff for one year, which makes the happenings of last February all the more relevant now.

Day reportedly turned down the Mississippi State head coaching job last winter. Cleveland.com also confirmed that Day turned down an offer to be the Tennessee Titans offensive coordinator. To keep Day, Ohio State promoted him to offensive coordinator and gave him a three-year deal that will pay him \$1 million this year. He also has a combined \$850,000 in retention bonuses over the next three years as an enticement to keep him Columbus. Day is expected to be the primary play caller this year.

No other Ohio State assistant is working on a three-year deal. Meyer typically signs assistants for one or two years. No other assistant has that bonus language worked into his contract. Day's \$600,000 raise in 2018 was more than any other assistant, and his \$1 million salary makes him the second-highest paid assistant this year behind Schiano.

OSU made it known that it wanted to keep Day.

Without that, with Day heading to Starkville or Nashville for a different opportunity, it's unclear what Ohio State would have done now with training camp opening in two days. The longest-tenured assistant, defensive line coach Larry Johnson, also (fair or not) has potentially combustible ties to Penn State.

This likely wasn't taken into consideration when the move was made on Wednesday, but at least some part of this conversation now must include who could potentially replace Meyer on a permanent basis if he does not end up returning.

It seems obvious that Day wants to be a head coach, and while it's unclear how long the university investigation will take or if Meyer will ever return to his post, this will be an audition — for the Ohio State job, or another job.



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Urban Meyer on administrative leave a reasonable step for Ohio State right now: Doug Lesmerises

Doug Lesmerises

cleveland.com

1 August 2018

COLUMBUS, Ohio – Urban Meyer has been placed on paid administrative leave by Ohio State while the university investigates the circumstances around Zach Smith's six-year tenure as an Ohio State assistant and what Meyer knew about allegations of domestic abuse against Smith.

It seems like a reasonable step for the university. I've written about the full situation with Meyer and Smith, but here are my latest thoughts in light of Meyer's leave.

\* As we waited for any word from Ohio State on Wednesday, it felt like the university was getting ready for something. You don't wait until after 6 p.m. to put out a statement because you're doing nothing. So I was prepared for an announcement that Meyer had been fired or was resigning. But this seems like a logical in-between step.

If the university finds that Meyer knew about domestic-abuse allegations against Smith and had strong reason to believe that Smith was violent toward his wife, yet he kept him on staff at Ohio State for six years, I think Meyer will be gone.

If Ohio State finds that Meyer didn't know for sure about Courtney Smith's allegations against her husband - maybe that he had some inkling of marital problems but didn't know about continued abuse concerns - I think Ohio State could keep Meyer.

\* I spoke with Larry James, a long-time Columbus attorney, on Wednesday afternoon. James represented Ohio State

players during the tattoo scandal in 2011, so his name may be familiar to you. He also served as Zach Smith's lawyer in 2015 when the police were investigating those domestic-abuse allegations.

James said he talked to Powell police, he talked to the prosecutor and he talked to Courtney Smith's lawyer in 2015 after two incidents involving Smith, as was reported previously Wednesday. No charges were filed.

Smith, who was hired to represent the OSU players in 2011 by Ohio State, said he did not tell Ohio State about the incidents in 2015 because Smith was his client, and he was bound by privilege. But he said if he had been able to talk, and if Ohio State had asked him about Smith, "the bottom line was there was nothing to tell."

James said if there had been corroborating evidence of abuse at that time, Smith would have been charged. He wasn't.

As for whether Ohio State or Meyer should have been responsible for doing more, James said this.

"That's very difficult. In a situation like this, if you're asking the questions 'what did you know or should you have known,' I just don't see it," James said.

James said he didn't want to downplay the seriousness of the situation in light of the increased awareness of abuse toward women, "but the documentation and verification and evidence didn't seem to be there. Because she was represented by a lawyer, she had made the complaint, law enforcement had investigated, and I just don't know. I can't see it.

"It's just hard. I'm hard-pressed to put more responsibility on Ohio State vs. her lawyer vs. whoever was investigating and not moving forward. I think that's grossly unfair."

Again, that's a lawyer who previously represented Smith and has a relationship with Ohio State. But it's a viewpoint that some hold.

\* It's not only about the facts of what Meyer knew or didn't know and what he did or didn't do. It's about the public perception. The last straw that led to Jim Tressel's firing was a Sports Illustrated cover story that didn't shed much new light on what was known. But it was too much for those in charge at Ohio State.

Especially in light of the investigation into allegations of sexual abuse against former Ohio State doctor Richard Strauss, I imagine the school will be very aware of what kind of PR hit it's taking.

Meyer admitted last week that public perception contributed some to Smith's firing. Same goes here.

\* There must be some major apology as part of this. That's one thing Ohio State and Meyer haven't done yet. What is for certain is that Courtney Smith was fearful about her domestic situation and that Meyer knew something had taken place in Florida in 2009.

Even if you believe it reasonable for Zach Smith to be kept on staff then, in light of what has transpired since, which led to Smith's firing in 2018, Meyer should question whether he handled things correctly in 2009.

The world has changed for the better since 2009 when it comes to understanding the harassment and abuse of women. The Me Too movement has opened the eyes of huge swaths of society. I hope we're all smarter. Far from perfect. But better.

So Meyer should acknowledge that. If the 2009 incident at Florida happened now, and Meyer knew the same things he said he knew then, I believe that staff member would not be retained.

The specifics matter. But regardless of the details, if Meyer stays at Ohio State, both the coach and the school must admit the world has changed, people are more aware and concerned with abuse toward women, and neither the coach nor the school will stand for something like this again. We haven't heard anything close to that yet.

\* I got hung up a bit on whether Meyer lied last week when he said he didn't know about any incidents involving Smith in 2015. Here's why:

The underlying reality matters a lot here. If Meyer knew about 2015 and didn't do anything, maybe he had one chance last week to explain that as a mistake. A full admission that he should have fired Smith long ago probably would have helped him. Something along the lines of the apology above might have gone a long way.

It wouldn't have ended the story. But Meyer changed the story by saying he didn't know about 2015.

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Ohio State places Urban Meyer on paid administrative leave

Bill Bender

Sporting News

1 August 2018

Ohio State has placed Urban Meyer on paid administrative leave while it conducts an investigation on whether the Buckeyes coach knew of a reported 2015 incident of domestic abuse between former wide receivers coach Zach Smith and his ex-wife, Courtney Smith.

Ohio State announced the decision in a statement, adding that offensive coordinator Ryan Day will serve as interim head coach.

Sporting News

✓@sportingnews

Ohio State announces Urban Meyer has been placed on administrative leave with the following statement.

6:10 PM - Aug 1, 2018

Meyer fired Zach Smith on July 23, shortly after Brett McMurphy reported allegation of domestic violence and felonious assault stemming from that 2015 incident — something Meyer denied knowledge of during Big Ten Media Days on July 24.

"Someone texted me that last night. I said, '2015?' That was only a couple years ago," Meyer told reporters at Big Ten Media Days. "I told people to go find out for me. I'm not sure where that comes up."

But McMurphy on Wednesday revealed text messages from Courtney Smith, detailing the alleged abuse to several Ohio State staffers' wives, including Meyer's wife, Shelley.

Meyer did say he was aware of a 2009 arrest involving Smith when he was a graduate assistant at Florida. Meyer and his wife counseled Zach and Courtney Smith in the aftermath, and the former was retained on his staff. Meyer then hired Smith to Ohio State in 2012, the only coach retained from his Florida tenure.

Smith is the grandson of the late Ohio State coach Earle Bruce, Meyer's mentor, who died on April 20.

Meyer was hired in 2012 after coaching at Florida from 2005-09, a tenure known both for two national championships and the arrest of 31 football players. Meyer has compiled a 73-8 record at Ohio State the last six seasons, including a victory in the first College Football Playoff championship game in 2014.

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**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Urban Meyer Put on Leave During Ohio State Investigation

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Urban Meyer Put on Leave During Ohio State Investigation

Rachel Bachman

Wall Street Journal

1 August 2018

Urban Meyer, the football coach who led Ohio State to the 2014 national championship, is on paid administrative leave in the wake of reports that he may have known of domestic-violence allegations against an assistant coach but continued to employ him on the Buckeyes' staff.

"The university is conducting an investigation into these allegations," a statement from Ohio State read. "We are focused on supporting our players and on getting to the truth as expeditiously as possible."

Ohio State fired wide receivers coach Zach Smith on July 23, days after an Ohio judge issued a protection order that forbids Smith from getting within 500 feet against his ex-wife. A report Wednesday by college football reporter Brett McMurphy alleged that Meyer's wife, Shelley, knew about Smith's abuse at least as far back as 2015.

Shelley and Urban Meyer have been married for more than three decades. Shelley Meyer is an instructor of clinical practice at Ohio State's College of Nursing, according to the university's website.

The report, which referenced text messages between Shelley Meyer and Courtney Smith, alleged abuse dating back to 2009, when Smith was an offensive graduate assistant under Meyer at the University of Florida. Smith, a grandson of Earle Bruce, one of Meyer's mentors, played for Meyer at Bowling Green before following him to Florida and eventually Ohio State.

The report also included photos of Courtney Smith's bruising and bleeding that were allegedly caused by the abuse.



Meyer said last week that he was made aware of the 2015 allegations the night before in a text message, and that he and Shelley Meyer had counseled the Smiths after the 2009 alleged violence.

"Shelley and I actually both got involved because of our relationship with that family and advised for counseling and wanted to help as we moved forward," Meyer said last week.

Meyer said in a statement released through the university on Wednesday night that he was cooperating with the investigation and looked forward to its resolution. "This allows the team to conduct training camp with minimal distraction," he said.

Meyer is 73-8 at Ohio State, a record that includes one national championship and two Big Ten Conference titles, in his seventh season with the Buckeyes.

Ryan Day, the team's offensive coordinator and quarterbacks coach, will serve as Ohio State's acting head coach in Meyer's absence. The Buckeyes are scheduled to open training camp on Friday before their first game of the season on Sept. 1.

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**Subject:** [cfaa-elite-clips] Ohio State puts Urban Meyer on administrative leave

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Ohio State puts Urban Meyer on administrative leave

ESPN

1 August 2018

Ohio State head coach Urban Meyer was placed on paid administrative leave Wednesday as the school announced it is investigating Courtney Smith's claims that several people close to the coach knew of a 2015 allegation of domestic violence against her ex-husband, former Ohio State assistant football coach Zach Smith, who was fired in July.

Offensive coordinator Ryan Day will be the team's acting head coach during the investigation.

"We are focused on supporting our players and on getting to the truth as expeditiously as possible," the school said in a statement.

Courtney Smith told college football reporter Brett McMurphy her allegations in a story posted on his Facebook page earlier Wednesday.

"All the [coaches'] wives knew," Smith told McMurphy. "They all did. Every single one."

Smith told Stadium, a multi-platform sports network, that she believes that Meyer also knew at the time.

"I do believe he knew, and instead he chose to help the abuser and enable the abuser and believe whatever story Zach was telling everybody," Smith said.

Ohio State opens practice Friday.

"[Athletic director] Gene [Smith] and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter," Meyer said in a statement.

Shelley Meyer, Urban's wife and an instructor in Ohio State's College of Nursing, was among the coaches' wives who knew that Courtney Smith had reported a domestic violence incident in 2015, Courtney Smith said. Smith added that she was never told that Shelley Meyer had told her husband about the allegations at the time.

Smith also said that Hiram DeFries, who is the special assistant to the head coach at Ohio State and has been a confidant of Urban Meyer for years, told her in 2009 not to pursue charges against Zach Smith after an incident in Florida. Meyer was the Gators' head coach at the time; Smith was an intern on his staff.

"[DeFries] said, 'If you don't drop the charges, Zach will never coach again,'" Smith told McMurphy. "'He's never hit you before. He was drinking. He'll probably never do it again. You should think about giving him a second chance.'"

She did not press charges in 2009. Zach Smith was investigated in 2015 for suspicion of felony domestic violence after an incident that resulted in unspecified injuries and showed evidence of sustained abuse. In the Powell, Ohio, police report regarding that incident, Courtney Smith said she had been a victim of habitual domestic abuse. Cleveland.com on Wednesday identified nine reports from Powell police involving domestic disputes between the couple from 2012 to 2018.

Bradley Koffel, an attorney representing Zach Smith, told ESPN: "Zach Smith wants to be as transparent and honest as possible but it is not going to be done today through the media. It will only be after he and his ex-wife are sworn in to testify. Once he gets his chance to tell his side of events, don't be surprised when it is corroborated by every police who ever responded to Ms. Smith's calls."

The 2009 and 2015 accusations came to light last month, when Zach Smith was charged with criminal trespassing after dropping their children off at Courtney Smith's home, which led to his firing as wide receivers coach on July 23.

On July 25, Urban Meyer denied knowing that Zach Smith had been accused of domestic violence in 2015, saying at Big Ten media days that "I was never told about anything." Meyer said the decision to fire Smith was a "very tough call."

Koffel said Wednesday that Smith never informed Meyer about the criminal-trespass charge even after Koffel told Smith to do so.

"I now understand why Zach compartmentalized the info -- to protect Urban," Koffel said. "You cannot impute every family argument involving an employee and his wife to the CEO of a company or the head coach of a large football program."

Courtney Smith told McMurphy that Shelley Meyer knew about the 2009 and 2015 allegations and that they often discussed Zach Smith's abuse of her, including sharing pictures.

"Shelley said she was going to have to tell Urban," Courtney Smith said. "I said: 'That's fine, you should tell Urban.' I know Shelley did everything she could."

But in the Stadium interview, Courtney Smith said that Shelley Meyer never confirmed that she told her husband about the abuse.

"She did not. She did not," Courtney Smith said of Shelley Meyer. "She would reach out to me, ask me how I'm doing, tell me she was worried, if I needed anything, she was there."

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Ohio State Opens Investigation Into Urban Meyer, Whose Job Hangs in the Balance

Andy Staples

SI.com

1 August 2018

Ohio State coach Urban Meyer will be placed on paid administrative leave while the school investigates what Meyer knew of accusations of domestic abuse against receivers coach Zach Smith between 2015 and earlier this year.

Buckeyes offensive coordinator Ryan Day will serve as the interim coach while Meyer is on leave. Ohio State begins practice Friday and opens the season Sept. 1 against Oregon State. There is no timetable for the investigation's conclusion. "I eagerly look forward to a resolution in this matter," Meyer said in a statement.

Meyer is 73–8 in six seasons at Ohio State with Big Ten titles in 2014 and '17 and a national title in '14. He also won national titles at Florida in 2006 and '08. Earlier this year, Meyer agreed to a contract extension that would require Ohio State to pay him \$38.1 million if he is fired without cause. The university would owe nothing if Meyer were fired with cause. Whether Meyer keeps his job will hinge on the results of investigation.

Reporter Brett McMurphy posted a story Wednesday that heavily quoted Smith's ex-wife Courtney and showed text messages between Courtney Smith and Meyer's wife Shelley as well as a text exchange between Courtney Smith and Lindsey Voltolini, the wife of Ohio State football operations director Brian Voltolini. In McMurphy's story and in an interview with Stadium, Courtney Smith said she believed Urban Meyer knew of her accusations against her ex-husband, whom she divorced in 2016.

Zach Smith was arrested in Gainesville, Fla., in 2009 on an aggravated battery charge stemming from a domestic incident when Smith—the grandson of former Buckeyes coach Earle Bruce—worked for Meyer at Florida. Those charges were dropped, and Courtney told McMurphy she was pressured to drop them by longtime Meyer consigliere Hiram de Fries and by her husband's parents. On Wednesday, the Cleveland Plain-Dealer obtained nine reports from

the police department in the Columbus suburb of Powell, Ohio, that detailed more issues between the Smiths. This includes an accusation of domestic abuse from Oct. 25, 2015 that McMurphy reported on last week shortly before Zach Smith's abrupt termination. That incident also prompted a text message exchange between Courtney Smith and Shelley Meyer in which Shelley Meyer writes that she'll need to inform her husband of the accusations. That incident also prompted the text exchange with Voltolini, which suggests Urban Meyer knew of the accusations and had discussed them with Zach Smith. Zach Smith was never arrested or charged in any of the Powell incidents, and his attorney Brad Koffel released a statement to ESPN saying Zach Smith would respond to his ex-wife's allegations in court.

Last week at Big Ten media days in Chicago, Urban Meyer said he had received a text about the 2015 incident the previous night and that "there was nothing." Minutes after Meyer made that statement, Powell police confirmed the existence of the police report in question. At issue is whether Urban Meyer knew of the incident before last week—and the extent of what he knew, if he did—and whether he failed to report an allegation that he would be required by Ohio State to report.

According to Ohio State's sexual misconduct policy, employees who supervise faculty, staff or students are required to report accusations of domestic violence. The university's policy defines domestic violence this way:

"Conduct that would meet the definition of a felony or misdemeanor crime of violence committed by the complainant's current or former spouse or intimate partner, a person with whom the complainant shares a child in common, a person who is or has cohabitated with the complainant as a spouse or intimate partner, or individual similarly situated to a spouse under domestic or family violence law, or anyone else protected under the domestic or family violence law of the jurisdiction in which the offense occurred. An individual need not be charged with or convicted of a criminal offense to be found responsible for domestic violence pursuant to this policy."

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**Subject:** [cfaa-elite-clips] After New Allegations, Urban Meyer Placed on Paid Leave

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After New Allegations, Urban Meyer Placed on Paid Leave

Marc Tracy

New York Times

1 August 2018

Ohio State announced Wednesday evening that the head coach of its storied football team, Urban Meyer, was being put on paid administrative leave while the university investigates allegations that Meyer knew a longtime former assistant coach had been accused of domestic abuse in 2015.

Meyer, one of the most successful coaches of the past two decades, said last week that he had not heard of the domestic abuse accusations until they came to light in recent days, but a report has accused Meyer of having known about the accusations for far longer.

In a statement Wednesday released by the university, Meyer said he and athletic director Gene Smith agreed "that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

Ryan Day, a 39-year-old co-offensive coordinator and quarterbacks coach who joined the program a year ago, will serve as acting head football coach, the statement said. There are two other coordinators, Greg Schiano and Kevin Wilson, who have experience as head coaches at major college programs.

The escalation to paid administrative leave for Meyer came after Brett McMurphy, an independent journalist who formerly covered college football for ESPN, published a report on Facebook in which Courtney Smith, the ex-wife of the former assistant coach Zach Smith, said Meyer's wife had extensive knowledge of the abuse allegations. Courtney Smith's story was backed up by text messages, according to the report.



The Meyer controversy is the latest sports-related scandal at a university under fire for whether it could have acted sooner to stop a former doctor whom more than 100 former students have accused of sexual abuse. The reported abuse took place for more than a decade stretching back from the mid-1990s. There is also a lawsuit stemming from a former assistant diving coach's sexual relationship with a 16-year-old diver in 2014.

Ohio State is one of college football's flagship programs. Meyer is one of just two active head coaches who has won multiple championships: two at Florida in the 2000s, and one at Ohio State after the 2014 season.

The Toledo native was hailed as a savior when he assumed the head coaching job in late 2011 as Ohio State emerged from an infamous scandal in which players had exchanged signed memorabilia for tattoos. The head coach at the time, Jim Tressel, lied about his knowledge of the infractions to N.C.A.A. investigators. Meyer's salary — \$7.6 million after he signed an extension through 2022 earlier this year — is among the highest in the sport.

Meyer fired Zach Smith as wide receivers coach and recruiting coordinator last week after McMurphy reported that Courtney Smith had filed a domestic violence protection order against him the previous Friday and that he had recently been charged with misdemeanor trespassing.

McMurphy reported that Zach Smith had also been the subject of criminal investigations for domestic violence, felonious assault and menacing by stalking stemming from two incidents in the fall of 2015. In 2009 Smith was — while a graduate assistant under Meyer — arrested as a result of accusations of aggravated battery on a pregnant victim. Public documents obtained by The New York Times confirm these reports.

At a news conference last week, Meyer said he had been aware of the 2009 incident. His wife, Shelley, and he attempted to help shepherd the young couple through it.

Meyer denied prior knowledge of the 2015 incidents, though. He said he had learned about the incidents through a text message the night before the news conference.

McMurphy's report Wednesday from Columbus, Ohio included a text message exchange between Courtney Smith and Shelley Meyer discussing one of the alleged abuse incidents in 2015. In another text message exchange from that period, the wife of a longtime Urban Meyer assistant, Brian Voltolini, currently an associate athletic director, told Courtney Smith that Meyer had confronted Zach Smith about the allegation.

Shelley Meyer persistently reached out to Courtney Smith about the allegation, according to Smith.



**“All the wives knew,” Smith told McMurphy, referring to the coaches’ wives. “They all did. Every single one.”**

**Courtney Smith also shared photos of her body, bruised and bloodied — by Zach Smith, she said — with McMurphy and said she shared those photos with coaches’ wives in 2014 and 2015.**

**McMurphy is a longtime college football reporter based in Tampa, Fla. who was let go by ESPN’s in a mass layoff in the spring of 2017. In an interview Wednesday he said a noncompete clause in his contract has prohibited him from publishing stories on his beat for a rival outlet. So he has taken to releasing various reports via Twitter and Facebook.**

**He said his ESPN contract expires later this month, at which point he will join Stadium, a Chicago-based sports network. Later Wednesday, Stadium published an exclusive video interview with Courtney Smith.**

**“Shelley said she was going to have to tell Urban,” Smith said in the video. She also said that Shelley Meyer never confirmed to her that she had told her husband about the allegations. Meyer is a registered nurse employed by Ohio State’s College of Nursing, according to an Ohio State website.**

**The attorneys listed in a local court docket as having represented Zach Smith and Courtney Smith in the recent proceedings did not reply to requests for comment Wednesday. Last week, Zach Smith’s attorney, Bradley Koffel, said in The Columbus Dispatch that the recent trespassing charge stemmed from a misunderstanding related to where Smith was supposed to drop off their children as part of their custodial arrangement.**

**Smith has worked for Meyer since 2005, when he was a graduate assistant at Florida, and he played for him even before that, when Meyer was Bowling Green’s coach. He is also a grandson of Earl Bruce, a former Ohio State coach whom Meyer has identified as a mentor.**

**The questions of who knew what, and when, about allegations of domestic abuse against an Ohio State athletics employee echo those raised in recent weeks about two other former university employees affiliated with athletics.**

**Last month, Ohio State announced that an ongoing independent investigation had uncovered more than 100 former students who said that Dr. Richard H. Strauss, a former university employee and team doctor, had sexually abused them. Three lawsuits have been filed by former athletes in several sports. They say that Strauss used his position as a university-designated medical professional to molest them and that several authority figures knew about it, including a former wrestling coach and former athletic director. Both have denied that they knew about the Strauss abuse**

That scandal has ensnared Ohio Congressman Jim Jordan, one of the most powerful elected Republican politicians in the country, who was an assistant wrestling coach for several years while Strauss was team doctor. Jordan has denied knowledge, and he has argued that accusers have been put up to fabricating stories by an unspecified "deep state."

A woman who as a teenager trained with the Ohio State University Diving Club said that a former assistant diving coach, Will Bohonyi, had engaged in an abusive relationship with her that was amplified because there was no safe way to report it. It placed Bohonyi on administrative leave as soon as it learned about the relationship and later fired him.

Bohonyi has not commented since the woman, Eszter Pryor, spoke publicly for the first time about her experience last week.

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**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Urban Meyer put on paid administrative leave

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Urban Meyer put on paid administrative leave

Patrick Murphy

247Sports.com

1 August 2018

Ohio State has put head coach Urban Meyer on paid administrative leave. This comes following a report from college football writer Brett McMurphy that Meyer had knowledge of domestic abuse allegations against former Buckeyes wide receivers coach Zach Smith. The statement reads as follows:

"The university is conducting an investigation into these allegations. During the inquiry, Urban Meyer will be on paid administrative leave. Ryan Day will serve as acting head football coach during the investigation. We are focused on supporting our players and on getting to the truth as expeditiously as possible."

On Wednesday morning McMurphy released a story with text messages between Courtney Smith and what appears to be Meyer's wife, Shelley, as well as the wives of other Ohio State staffers' wives. These texts include information about what Courtney alleges against Smith as well as images that appear to confirm the injuries.

Smith was fired last week after a domestic violence order was filed against him by his ex-wife for the latest in a string of complaints revealing a violent past that stretches back to 2009. During his availability at Big Ten Media Days, Meyer said he had no knowledge of two alleged domestic violence incidents in 2015 against Smith and had he known, he would have severed ties with his wide receivers coach sooner.

"In 2009 Zach was an intern, a very young couple," Meyer said in Chicago last Tuesday. "As I do many times, most coaches and people in leadership positions, you receive a phone call, first thing you do is tell your boss, let the experts do their jobs. We're certainly not going to investigate. It came back to me that what was reported wasn't actually what happened. And Shelley and I actually both got involved because of our relationship with that family and advised for counseling and wanted to help as we moved forward."

(In) 2015, I got a text late last night something happened in 2015. And there was nothing. Once again, there's nothing -- once again, I don't know who creates a story like that. And then this recent one was you press pause, it's something our team lives by,  $E + R = O$ , you press pause and get your mind right and step up, press pause and gather information, get your mind right, gather energy, and then step up to do the right thing. That's the position I hold. That's how we did that."

While there is no confirmation by Courtney that Shelley ever told her husband about the text messages, McMurphy did acquire a text conversation between Courtney and Lindsey Voltolini, the wife of Brian Voltolini, one Meyer's closest staff members that makes it seem the head coach was aware of at least some of the incidents that allegedly took place.

Courtney: "(Zach's) trying to make me look crazy bc that's what Shelley is saying (he's doing)"

Lindsey: "He (Urban) just said he (Zach) denied everything"

Courtney: "I hope urban is smarter than that"

Lindsey: "He (Urban) doesn't know what to think"

Courtney: "I don't really care. Ya know"

Lindsey: "Yeah, don't worry about urb"

"Gene and I agree that being on leave during this inquiry will facilitate its completion," Meyer said in the statement. "This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter."

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**From:** "Smith, Eugene"  
**Sent:** 8/1/2018 6:43 PM  
**To:** "Pappas, Michael C." <pappas.166@buckeyemail.osu.edu>  
**CC:** "President Michael V. Drake" <drake.379@osu.edu>  
**Subject:** Re: Urban Meyer reinstatement immediately

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Thanks for your comments,,, Gene

Sent from my iPad

> On Aug 1, 2018, at 7:33 PM, Pappas, Michael C. <pappas.166@buckeyemail.osu.edu> wrote:

>

> Dear Mr. Smith and Dr. Drake,

>

> I hope this message finds you both well. I am writing you today in support of head football coach Urban Meyer being reinstated.

>

> As an alumnus of The Ohio State University holding an undergraduate degree and two professional degrees including a doctorate and MBA, I feel compelled to share my beliefs with you. Moreover, if the university chooses to remove Coach Meyer from his position as head football coach, I regret to inform you it will indefinitely result in the suspension of any future donations from the businesses I am associated with, my extended family's group donations and my own personal contributions through entities established. Below are the reasons why:

>

> The concept of a university is based on the idea of a shared community, one in which the collective principles of its individuals form the rules it adheres to. These principles are fundamental to the way acts or behave, or in this case treats other members of that university community. Based on the current media coverage, it is apparent the media's principles are clear - individuals are presumed guilty until proven innocent. However, as member of The Ohio State University community I urge you to recognize that is not our way of behaving. Those are not our principles as is evident by the numerous interactions I have had today with other like-minded alumni.

>

> The current media environment has clearly portrayed a situation in which Coach Meyer's role as football coach also extends into marriage counselor, community police officer, county judge and grand jury. While the alleged acts are undeniably horrific, I do not believe Coach Meyer did anything wrong. Many stories changed, lies were told and documents altered that skewed his perception of the situation. He possessed no legal authority to fire Coach Smith based on an unsubstantiated allegation and would have made the university susceptible to a wrongful termination lawsuit had he done so. Additionally, numerous critical facts are unknown and will likely remain so without credible substantiation by any of the parties involved. As such, it remains disappointing that the athletic department's leadership would so quickly throw away a talented leader, influencer of young minds and man of great character over a mandate in his job description that did not exist.

>

> On a more personal level, this may be one of the most saddening days I have had as a member of Buckeye Nation over the past 13 years. We have allowed a very sick and unstable couple's relationship to negatively impact the lives of thousands. And why? Because Coach Meyer and his wife tried to guide them through their issues when the court system wouldn't intervene? Their sincerity, authenticity and overall compassion for others was taken advantage of. For this, Coach Meyer and the greater Buckeye Nation should not be punished.

>

> Sincerely one of many Buckeye Nation fans,

>

> Michael Pappas  


**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**Sent:** 8/1/2018 4:41 PM

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**CC:**

**Subject:** [cfaa-elite-clips] If Urban Meyer knew about OSU coach's alleged domestic violence and did nothing, he deserves to be fired

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If Urban Meyer knew about OSU coach's alleged domestic violence and did nothing, he deserves to be fired

Dan Wetzel

Yahoo Sports

1 August 2018

Here's the timeline of the troubling scandal unfolding at Ohio State football and here's why head coach Urban Meyer's tenure with the Buckeyes – he was put on administrative leave on Wednesday evening – and coaching career in general are, and should be, in such precarious positions.

In 2015, Courtney Smith, the then-wife of then-Ohio State assistant football coach Zach Smith, alleges she was physically attacked by her then-husband. She has gruesome and heartbreaking photos to back it up, part of a lengthy abusive relationship, which includes a 2009 arrest of Zach Smith for domestic abuse when he worked for Urban Meyer at the University of Florida.

Despite that 2009 arrest, which did not result in a conviction, Meyer again hired Smith when Meyer became the head coach at OSU.

"We found out what happened, coordinated through both parties, met with them," Meyer said of the 2009 incident. "There were no charges, everything was dropped. It was a very young couple, and I saw a very talented coach and we moved forward."

Giving Zach Smith a second (or who knows how high the number) chance was a major personnel risk and, considering the abuse allegedly didn't stop, a terrible call by Meyer.

Last week, Meyer claimed he knew nothing of the 2015 incident, though. Zach Smith remained on the staff until this summer when he was dismissed from the program, in part because Courtney Smith, who is no longer with Zach Smith, issued a protective order against Zach which brought the issue to light, and in part because the story became public via veteran college football reporter Brett McMurphy.

Still, Meyer threw up his hands and said he couldn't be responsible for knowing what he didn't know in 2015.

"I was never told about anything, anything never came to light, never had a conversation about it, so I know nothing about that," Meyer said last week.

He went as far as to cast aspersions on McMurphy's reporting.

Well, on Wednesday, McMurphy was back with text messages between Courtney Smith and Shelley Meyer, Urban's wife and closest confidant.

It is clear that at least Shelley Meyer knew about the 2015 allegation, which included horrific photos of a bloodied and bruised Courtney Smith. It is also clear that Shelley Meyer took the incident serious enough that on at least one occasion she reached out to Courtney Smith to inquire how she was and offer additional support. Shelley Meyer also confirmed she saw the pictures.

"I am with you!" Shelley Meyer texted. "A lot of women stay hoping it will get better. I don't blame you! But just want u to be safe. Do you have a restraining order? He scares me."

"Restraining orders don't do anything in Ohio," Courtney Smith texted back. "I tried to get protection order which is what started this whole investigation. And that should go through soon finally. It's hard [because] you have to prove immediate danger. Legal system is tough. Basically, you have to prove he will kill u to get protective order."

"Geesh! Even [with] the pics?" Shelley Meyer texted. "Didn't law enforcement come to your place ever??"

It went on from there. Courtney Smith said numerous wives on the Ohio State staff knew of the 2015 incident where Courtney claimed Zach shoved her against a wall and strangled her all while their then 5-year-old son and 3-year-old daughter were in the room. Police were called but the incident did not progress to any arrests.



Courtney Smith, in an interview with Stadium, said she also spoke to Shelley Meyer about it.

“I told Shelley,” Courtney said. “I sent her some pictures. I spoke to her on the phone. She said she was going to have to tell Urban. I said, ‘That’s fine. You should tell Urban. You can’t have someone like this coaching young men.’ ”

At this point, the only way for Urban Meyer to claim he knew “nothing” about that is to believe that Shelley did not inform him of this. The two are remarkably close and Urban Meyer has, for years, publicly stated how Shelley is essentially part of his coaching staff and plays a role in managing people, players and families.

If Shelley Meyer didn’t tell Urban though, then the question is why? How could a woman claim Zach Smith “scares her” and offer sympathy for his alleged abuse victim but then not care enough to mention it to Urban Meyer, thus continuing to allow Zach Smith to coach and mentor Buckeyes football players?

It’s why the concept of Shelley saying nothing to Urban is, while possible, so improbable. Shelley Meyer is a strong woman. She is also a registered nurse and an instructor at Ohio State’s College of Nursing and thus is bound by Title IX statutes to report abuse. Urban Meyer, as a coach, is also mandated to report it.

If Urban Meyer knew anything at all about the 2015 incident, then he wasn’t just employing and covering up for an alleged violent abuser. Even last week he was still lying about it.

The first part is enough to question the judgment of the coach, who particularly during his time at Florida recruited and coached numerous troubled players, most notably tight end Aaron Hernandez. That he would still be untruthful and covering up a week ago makes it clear nothing has changed with him.

There would be no way he could remain in his job.

For Urban Meyer, this is bad decisions piled upon bad decisions. Zach Smith was a walk-on for Meyer at his first head coaching job at Bowling Green. He clearly had a soft spot for him. Why is the question. There are thousands of decent and law-abiding coaches who would love to work at Ohio State. The school and its storied football program deserve far better than this, something Urban Meyer at least pays lip service.

“It’s the Ohio State University, it’s bigger than all of us,” Urban said last week. “So you have to do what’s right by them.”

The school addressed the situation in a press release later Wednesday in announcing that Meyer would be put on paid administrative leave as it conducts an investigation into the allegations.

Meyer also said his piece: “[Athletic director] Gene [Smith] and I agree that being on leave during this inquiry will facilitate its completion. This allows the team to conduct training camp with minimal distraction. I eagerly look forward to the resolution of this matter.”

While Meyer may want to get back to practice, Ohio State’s investigation will have to be substantial and thorough. His job status is the biggest story in college football. Maybe he’ll keep his job, maybe he won’t.

But the days of taking his word for much of anything are long past.

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**Sent:** 8/1/2018 4:41 PM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Report: Urban Meyer Knew of Abuse Allegations Against Ohio State Coach in 2015

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Report: Urban Meyer Knew of Abuse Allegations Against Ohio State Coach in 2015

Mike Chiari

Bleacher Report

1 August 2018

Ohio State head football coach Urban Meyer reportedly had knowledge of domestic abuse allegations against former wide receivers coach Zach Smith in 2015, according to college football insider Brett McMurphy.

McMurphy wrote that he obtained text messages sent by Smith's ex-wife, Courtney Smith, to Meyer's wife and the wives of other Ohio State coaches.

Per McMurphy, the texts show Meyer knew about the situation, and Courtney Smith added, "All the [coaches'] wives knew. They all did. Every single one."

Courtney Smith also spoke to Stadium, discussing what she believes Meyer knew about the allegations:

Stadium

✓@WatchStadium

**EXCLUSIVE:** Longtime Urban Meyer assistant Zach Smith's ex-wife, Courtney Smith, opens up about reported domestic violence and what she believes Meyer knew.

12:17 PM - Aug 1, 2018

Smith was fired last month after he was charged with criminal trespassing in relation to dropping his children off at his ex-wife's home against her wishes.

Courtney Smith's comments conflict with statements made by Meyer at Big Ten Media Days last month.

According to McMurphy, Meyer said he would have fired Smith in 2015 had he known about the situation: "I was never told about anything. Never anything came to light, never had a conversation about it. So I know nothing about it. I asked people back at the office to call and see what happened, and they came back and said they know nothing."

With regard to her conversations with Shelley Meyer, Courtney Smith said, "Shelley said she was going to have to tell Urban. I said, 'That's fine, you should tell Urban.' I know Shelley did everything she could."

McMurphy also acquired text messages from 2015 between Courtney Smith and Lindsey Voltolini, who is the wife of Ohio State football operations director Brian Voltolini.

In those texts, Voltolini told Courtney Smith that Zach Smith denied everything during a conversation with Meyer.

Courtney Smith told McMurphy of the events in 2015 that sparked her text: "He took me and shoved me up against the wall, with his hands around my neck. Something he did very often. My (then three-year-old) daughter was clinging to my leg. It obviously registered with him what he was doing, so he took my (then five-year-old) son and left. So I called the police."

Zach Smith was never charged with domestic violence in that case.

Along with the texts McMurphy obtained, Courtney Smith provided him with photos that showed her with bruises and cuts.

Zach Smith served as Meyer's wide receivers coach from 2012 until his firing last month. He previously served on Meyer's staff at Florida from 2005-2009.

Smith was replaced by former Ohio State wide receiver Brian Hartline on an interim basis at OSU.

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For more options, visit <https://groups.google.com/d/optout>.

**From:** "Ryan Kobbe" <ryan@kokidproductions.com>

**Sent:** 8/1/2018 12:32 PM

**To:** "President Michael V. Drake" <drake.379@osu.edu>

**CC:** "Hall, Katie" <hall.738@osu.edu>, "Athletic Director" <athletic\_director@osu.edu>, "Vannatta, Julie" <vannatta.3@osu.edu>, "Smith, Eugene" <smith.5407@osu.edu>

**Subject:** Title IX Violations/Basic Ethics - Ohio State Football

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Dr. Drake,

As somebody who has played and coached football at the division one level for ten years, I am disgusted by the presumable lack of action your head football coach took regarding multiple physical abuse incidents committed by one of his staff members. The dishonest denial he gave to media last week about his knowledge of the incidents is almost as egregious as his acceptance of the violence. The information reported in Brett McMurphy's release today is enough for immediate action to be taken.

The lack of compliance with Title IX mandates by multiple parties employed by Ohio State University is yet another major concern. The alleged comment that the accused abuser will "take everyone down at Ohio State with me" if he were to be fired is eye-opening to what else takes place in the football program, athletic department, and university. The very first value under Ohio State's Athletics mission statement is "integrity" and "personal accountability." That will be severely tested with your response to this issue.

In my career, I have seen the best and worst of division one college football. Too many times, otherwise respectable people are too scared for their own jobs to speak up against wrongs that take place. However, the cowardly selfishness that entails makes those people just as culpable, and that relates to assistant coaches, athletic directors, and university presidents.

This issue doesn't need a long, drawn-out investigation. Much of the evidence can easily be verified with public records requests due to university cell phones being used, police records, and interviews.

I urge Ohio State University to act swiftly in doing the right thing.

Ryan Kobbe

**From:** "Voltolini, Brian" <voltolini.5@osu.edu>

**Sent:** 8/1/2018 11:22 AM

**To:** "Smith, Eugene" <smith.5407@osu.edu>

**CC:**

**Subject:** Fwd: COLUMBUS, Ohio – Text messages I have obtained, an exclusive interview with the victim and other information I have learned shows Ohio State coach Urban Meyer knew in 2015 of domestic abuse allegations against a member of his coaching staff. Court...

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Sent from my iPhone

Begin forwarded message:

**From:** "Voltolini, Brian" <voltolini.5@osu.edu>

**Date:** August 1, 2018 at 11:01:43 AM EDT

**To:** "Voltolini, Brian" <voltolini.5@osu.edu>

**Subject:** COLUMBUS, Ohio – Text messages I have obtained, an exclusive interview with the victim and other information I have learned shows Ohio State coach Urban Meyer knew in 2015 of domestic abuse allegations against a member of his coaching staff. Courtney S...

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[story\\_fbid=2042037522486968&id=823615204329212&ft=top\\_level\\_post\\_id.2042037522486968%3Aatl\\_objid.2042037522486968%3Athrowback\\_story\\_fbid.2042037522486968%3Apage\\_id.823615204329212%3Aphoto\\_attachments\\_list.%5B2042029709154416%2C2042030015821052%2C2042030712487649%2C2042031022487618%5D%3Apage\\_insights.%7B%22823615204329212%22%3A%7B%22role%22%3A1%2C%22page\\_id%22%3A823615204329212%2C%22post\\_context%22%3A%7B%22story\\_fbid%22%3A2042037522486968%2C%22publish\\_time%22%3A1533133036%2C%22story\\_name%22%3A%22EntStatusCreationStory%22%2C%22object\\_fbtype%22%3A266%7D%2C%22actor\\_id%22%3A823615204329212%2C%22psn%22%3A%22EntStatusCreationStory%22%2C%22sl%22%3A4%2C%22dm%22%3A%7B%22isShare%22%3A0%2C%22originalPostOwnerID%22%3A0%7D%2C%22targets%22%3A%5B%7B%22page\\_id%22%3A823615204329212%2C%22actor\\_id%22%3A823615204329212%2C%22role%22%3A1%2C%22post\\_id%22%3A2042037522486968%2C%22share\\_id%22%3A0%7D%5D%7D%7D&tn=%2C%3B](https://m.facebook.com/story.php?story_fbid=2042037522486968&id=823615204329212&ft=top_level_post_id.2042037522486968%3Aatl_objid.2042037522486968%3Athrowback_story_fbid.2042037522486968%3Apage_id.823615204329212%3Aphoto_attachments_list.%5B2042029709154416%2C2042030015821052%2C2042030712487649%2C2042031022487618%5D%3Apage_insights.%7B%22823615204329212%22%3A%7B%22role%22%3A1%2C%22page_id%22%3A823615204329212%2C%22post_context%22%3A%7B%22story_fbid%22%3A2042037522486968%2C%22publish_time%22%3A1533133036%2C%22story_name%22%3A%22EntStatusCreationStory%22%2C%22object_fbtype%22%3A266%7D%2C%22actor_id%22%3A823615204329212%2C%22psn%22%3A%22EntStatusCreationStory%22%2C%22sl%22%3A4%2C%22dm%22%3A%7B%22isShare%22%3A0%2C%22originalPostOwnerID%22%3A0%7D%2C%22targets%22%3A%5B%7B%22page_id%22%3A823615204329212%2C%22actor_id%22%3A823615204329212%2C%22role%22%3A1%2C%22post_id%22%3A2042037522486968%2C%22share_id%22%3A0%7D%5D%7D%7D&tn=%2C%3B)

## Brett McMurphy

COLUMBUS, Ohio – Text messages I have obtained, an exclusive interview with the victim and other information I have learned shows Ohio State coach Urban Meyer knew in 2015 of domestic abuse allegations against a member of his coaching staff.

Courtney Smith, ex-wife of fired Ohio State assistant coach Zach Smith, provided text messages between her and the wives of Ohio State coaches – including Urban Meyer's wife, Shelley – showing Meyer's knowledge of the situation.

Meyer said last week during Big Ten Media Days that he had no knowledge of two alleged domestic violence incidents in 2015 with former assistant wide receivers coach Zach Smith that were investigated by the Powell (Ohio) Police Department.



Meyer said had he known, he would have fired Smith in 2015 – three years before he did last week after I reported the alleged domestic violence.

“All the (coaches) wives knew,” Courtney said. “They all did. Every single one.”

When asked specifically if he knew of the domestic violence incidents with Zach Smith, or if he had been told of them, Meyer said, “I was never told about anything. Never anything came to light, never had a conversation about it. So I know nothing about it. I asked people back at the office to call and see what happened, and they came back and said they know nothing.”

However, text messages I have obtained sent from Courtney Smith, Meyer’s wife Shelley; and other Ohio State coaches’ wives show Urban Meyer and a number of Ohio State assistant coaches were aware of Smith’s domestic violence issues for several years.

Courtney said Shelley Meyer, Urban’s wife of nearly three decades, knew about the abuse that began in 2009, continued in 2015 and culminated with Zach Smith being served a domestic violence civil protection order last week.

Courtney said she and Shelly often discussed Zach’s domestic violence.

“Shelly said she was going to have to tell Urban,” Courtney said. “I said: ‘That’s fine, you should tell Urban.’ I know Shelley did everything she could.”

On Oct. 25, 2015, Courtney and Zach were separated. Zach came by her house, an argument ensued and then Courtney said he assaulted her.

“He took me and shoved me up against the wall, with his hands around my neck,” Courtney said. “Something he did very often. My (then 3-year old) daughter was clinging to my leg. It obviously registered with him what he was doing, so he took my (then 5-year old) son and left. So I called the police.”

Since Zach had already left, Courtney told the police not to come to the house because she had to calm her daughter down and put her to bed. The police said since Zach had left, they could come out the next day or she could come by the station the next morning. The report was officially filed on Oct. 26, 2015. Zach Smith has never been convicted of domestic violence.

One 2015 text exchange between Courtney and Shelley Meyer shows the extent of Shelley’s knowledge of the alleged domestic abuse and that she was concerned for Courtney’s safety.

Shelley: “I am with you! A lot of women stay hoping it will get better. I don’t blame you! But just want u to be safe. Do you have a restraining order? He scares me”

Courtney: “Restraining orders don’t do anything in Ohio-I tried to get protection order which is what started this whole investigation. And that should go through soon finally. It’s hard bc you have to prove immediate danger. Legal system is tough. Basically you have to prove he will kill u to get protective order”

Shelley: “Geesh! Even w the pics? Didn’t law enforcement come to your place ever??”

During Big Ten Media Days last week, Meyer was asked about the importance of wives helping coaches on and off the field, and how Shelley has impacted his coaching life.

“She’s always weighed in as my best friend and soul mate,” Urban said. “She’s been right there with everything. Especially when you’re dealing with – not who’s going to carry the ball on third down, she has an opinion on that too – we chat about people. She has a great spirit. A great love of people. Her heart is always in the right place. She’s phenomenal. Absolutely I rely on her.”

Two weeks after the Oct. 25, 2015 incident, a Nov. 5, 2015 text exchange between Lindsey Voltolini and Courtney shows Meyer talked to Zach Smith about the incident.



Lindsey is the wife of Brian Voltolini, considered one of Meyer's most loyal staff members. Brian is Ohio State's football operations director and has been part of Meyer's staffs for 15 seasons at Bowling Green, Utah, Florida and Ohio State.

Courtney: "(Zach's) trying to make me look crazy bc that's what Shelley is saying (he's doing)"

Lindsey: "He (Urban) just said he (Zach) denied everything"

Courtney: "I hope urban is smarter than that"

Lindsey: "He (Urban) doesn't know what to think"

Courtney: "I don't really care. Ya know"

Lindsey: "Yeah, don't worry about urb"

Despite that common knowledge throughout the Woody Hayes Athletic Complex, Smith remained on Ohio State's staff for six seasons until he was fired July 23 – only after I initially uncovered and reported earlier that day that Smith had a long history of domestic violence abuse allegations against Courtney.

Larry H. James, a Columbus attorney selected by Ohio State in 2011 as its lead counsel to represent its student athletes in NCAA investigations, said he was Zach Smith's attorney in 2015. In November of 2015, James contacted Terry Thomas, then Courtney's attorney, seeking information. Thomas would not reveal specifics of the conversation.

"He called me and asked 'how bad was it?'" Thomas said. "I said 'it's bad.' I assume he wanted the information so he could report this back to his client."

When contacted Wednesday morning, James said he did not forward any information to Ohio State because that would violate attorney-client privilege.

In 2011 James was selected by Ohio State to represent its players in Tattoo-gate, a tattoo for memorabilia tradeoff that led to the firing of beloved coach Jim Tressel.

During the 2015 call from James to Thomas, Courtney said that Zach's attorney asked Thomas "if Zach would be a threat to the players?"

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The first time Zach Smith allegedly physically abused his wife was June 21, 2009 in Gainesville, Fla. Courtney Smith, then 24, was 8-10 weeks pregnant.

On June 20, 2009, Florida was coming off its second national title in three seasons under Meyer. Urban and his wife threw a party before their hard-working staff members left for summer break. After the party, Courtney said she went home, while Zach went out with some buddies. Courtney said Zach returned home drunk around 3 a.m. with a female co-worker, who Zach called "baby," pleading with Courtney to let the woman spend the night with them, according to a Gainesville police report.

Courtney said the woman was Amy Nicol, who at the time was Meyer's secretary at Florida. For the past six years Nicol has been director of internal operations for Ohio State's football program and a member of Meyer's staff a total of 10 seasons. According to the police report, Zach said that night Amy "was upset from breaking up with her boyfriend" and needed a place to stay.

Courtney refused and drove Amy home. Upon returning "a heated argument ensued in the upstairs bedroom. Courtney stated she tried to get Zach out of her bed, which he refused and then forcefully grabbed her," according to the police report.

The report said Zach Smith, then 25, "picked (Courtney) up, by grabbing her T-shirt and threw her against the bedroom wall."

It was the Smith's one-year wedding anniversary.

Zach Smith, then in his fourth year on UF's staff, was handcuffed and arrested for aggravated battery on a pregnant victim. Meyer said last week at Big Ten Media Days that in 2009 he and his wife Shelley "advised for counseling and wanted to help" the couple.

"As I do many times, most coaches and people in leadership positions, you receive a phone call," Meyer said at Big Ten Media Days. "The first thing you do is tell your boss, let the experts do their jobs.

"We're certainly not going to investigate. It came back to me that what was reported wasn't actually what happened."

A few days after Zach's 2009 arrest, Courtney said two of Meyer's closest friends – Hiram de Fries and Earle Bruce – asked her to drop the charges. Bruce is Zach Smith's grandfather, de Fries is Meyer's "life coach."

Bruce, who died in April, has a special place in Meyer's heart. Bruce succeeded Woody Hayes at Ohio State from 1979-87, posting an 81-26-1 record in nine seasons.

"He is the strongest relationship I've ever had other than my father," Meyer said last week. "I've made that clear many, many times."

Bruce and Zach's mother drove from Ohio to Gainesville to ask Courtney to drop the charges, Courtney said. Courtney said she also received a call from de Fries to set up a meeting at Panera Bread on SW Archer Road in Gainesville.

Meyer and de Fries' relationship goes back more than 20 years, when Meyer was an assistant at Colorado State in the 1990s. Unofficially, de Fries has been a professional life skills expert the past two decades. His official title at Ohio State: special assistant to the head coach.

In "Urban's Way," a 2008 book on Meyer written by Buddy Martin and authorized by Meyer, Meyer said: "Hiram is like my uncle. Hiram is my 'chemistry coach.' When I was a young coach, I always said I wanted to have an older guy as the chemistry coach on my staff to help us all get on the same page."

When asked last week how important de Fries was to the Ohio State program, senior offensive tackle Isaiah Prince said: "Having Coach Hiram around, he's like the grandfather of the team. He's got that wisdom. He has been here a long time and he has been through a lot. He always knows when something is wrong even when you don't say anything. He's a great resource to have. Everybody loves him."

On a July morning in 2009, Courtney Smith sat across the table from de Fries, a former attorney and Shell Oil executive. Courtney said de Fries pressured her to drop the charges.

"He said 'if you don't drop the charges, Zach will never coach again,'" Courtney said. "'He's never hit you before. He was drinking. He'll probably never do it again. You should think about giving him a second chance.'"

Ultimately, Courtney said she relented to de Fries and didn't press charges. Courtney had convinced herself this would never happen again.

She was wrong.

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After spending five seasons with Meyer at Florida, Zach was an assistant at Marshall in 2010 and Temple in 2011. Meyer and Smith were reunited the following season when Meyer returned to coaching at Ohio State.

"Zach Smith has already coached with me for five seasons and so I know what a quality coach he is," Meyer said when Smith was hired as Ohio State's wide receivers coach on Dec. 22, 2011. "He knows my system inside and out and he

teaches the system the way I want it to be taught.”

Three months later, the Smith’s second child was born on March 23, 2012.

“When we came to Columbus and after I had my daughter (in 2012), things got really bad,” Courtney said. “I believed his life was spiraling out of control. He was only 28 when he got (the Ohio State job), his grandmother died. Maybe it was the stress but he was emotionally and physically abusing. Pushing me against the wall, putting his hands around my throat. There were so many instances. It’s hard to recall all of them.”

Courtney said she left Zach on June 6, 2015 – but the violence and harassment didn’t stop, including the incident on Oct. 25, 2015 and a Nov. 9, 2015 menacing by stalking charge against Zach by the Powell Police.

On the original Oct. 26, 2015 Powell Police report, a box on the form was checked indicating Zach had been arrested. However, nearly three years later – after I reported the incident last week – the Powell Police released a revised version of the report to the media and the arrest box was no longer checked.

“The terminology used by the Police Department was different in the original report (dated 10/26/2015) and inconsistent with what actually occurred,” said Megan Canavan, director of communication for the Powell Police Department.

That same report states: “The victim reports that a domestic incident happened last night at (Courtney’s) home and that she has been a victim of sustained physical abuse by the suspect.”

On Nov. 10, 2015, Courtney was granted a restraining order against Zach.

Two days later – on Nov. 12, 2015 – after years of abuse, verbal intimidation, threats, bullying, bruised and beaten body parts, according to police reports, text messages and photos, Courtney filed for divorce.

Zach’s attorney had the Smith’s divorce documents sealed “ex parte,” without Courtney’s consent, according to an e-mail I obtained from Courtney’s attorney, shielding Zach’s alleged abuse from going public. The records were sealed Nov. 23, 2015 by Delaware County (Ohio) Common Pleas Judge Everett H. Krueger “in order to protect certain businesses and personal interests which, if published, may negatively affect (Zach Smith’s) occupation.”

The divorce documents were unsealed and released this morning.

No one really knew the hell Courtney was going through except the authorities, family members, members of Ohio State’s coaching staff – and their wives.

“I know why nothing was done. Everyone was out to protect themselves. Zach had people that were far more powerful than I would ever be that were protecting him and for the wrong reasons. I think people that knew (about the abuse) should have helped me. Instead, they chose to enable an abuser.”

Courtney said the text messages she received from the coaches’ wives were always supportive and sympathetic. She said Shelley Meyer was a frequent texter.

Photos that Courtney said she shared via text with other wives show bruises on Courtney’s neck and arms from beatings she suffered in 2014 and 2015. Another photo shows blood gushing out of her thumb when Zach cut her with the metal top of a smokeless tobacco can after another 2014 incident.

Courtney said during her ordeal, Shelley was always supportive. “She would constantly text me and check up on me and see how I was doing,” Courtney said.

XXX

Back in 2009 in Gainesville, Courtney Smith needed help. She was a frightened, battered 24-year old newlywed with nowhere to turn. She was convinced by Urban Meyer's top confidant and future "special assistant to the head coach" that there was too much at risk to press charges against Zach.

In Ohio, she found herself in a similar situation. Courtney said she called 911 "a handful of times" over the years but didn't always pursue charges.

"I hung up out of fear because I was scared Zach would lose his job," Courtney said. "He threw me down on the bathroom floor (in April of 2015) and screamed 'look what you've turned me into.' I don't know what he was on. Another time, he took the top of a dip can and cut my hand. Everyone – all my family – said don't call 911. If you do, he'll get fired."

Brenda Tracy, 44, is the nation's leading advocate in the battle against sexual and relationship violence in college football. In 1998, she was gang raped by four men, three of them were college football players. She travels the country speaking to high school and college athletes and coaches about her experiences and the ways they can work to end rape culture.

"It's very upsetting someone with this type of violent history would have been on Ohio State's staff that long," Tracy said. "(His firing) should've happened sooner."

Tracy said Courtney's fear to file charges is normal for domestic violence victims.

"In cases of domestic violence there are many things the victim has to think about," Tracy said. "Often times there's mental, emotional, physical and financial abuse going on. The victim may be completely dependent upon this person for housing, money and food. They may be dependent on this person to help them meet the basic needs of life for them and their children."

"Society thinks it's simple: if he hits you, just leave. But it's never that simple. There are many things to consider and the lack of understanding by our society about the dynamics of domestic violence makes everything even more difficult for the survivor."

At the time of his firing, Zach was earning \$340,000 a year. Courtney had not worked since 2010 when Zach was hired as a full-time assistant at Marshall.

In September of 2015, a month before Courtney officially filed for divorce, Zach continued to send threatening text messages.

Zach texted Courtney: "The past 3 months. You were going to try to give me a chance a week ago and now, even though I have done NOTHING WRONG since then, you're done with me. I will kill that bitch and everyone involved. For ruining my life. I am getting myself right and getting punished. F--- all of you."

Zach to Courtney: "Just know that now... I will find you when your out. I will come seek the douche your with. I will f--- him up to the point that no one will recognize him"

Despite Zach never having been convicted of any charges, on July 20, Delaware County court of pleas magistrate David J. Laughlin issued a domestic violence civil protection order against Zach.

Laughlin's ruling said: "the court finds that (Courtney Smith) is in immediate and present danger of domestic violence and for good cause the following temporary orders are necessary to protect the persons named (Courtney Smith and her children Cameron, 8, and Quinn, 6) in this order from domestic violence."

Bradley Koffel, Zach Smith's attorney, dismissed the domestic violence allegations and the recently issued five-year domestic violence civil protection order against Zach.

“OSU was put in a corner by the unfounded accusations of an ex-wife who weaponized 911 many times over the years,” Koffel told The Columbus Dispatch last week.

XXX

In 2002, Smith walked-on to the Bowling Green football team to play for Meyer. He later followed Meyer to Florida. In all, Smith was on Meyer’s coaching staffs for 11 seasons – five at UF, six at Ohio State.

Police records in Florida and Ohio document a history of domestic violence allegations, and a trail of physical and verbal abuse, stalking and intimidation by Zach Smith, 34. He spent nearly one-third of his life working for Meyer, one of the most successful and powerful football coaches of all-time.

Until Smith was fired last week, he was the only remaining assistant from Meyer’s first staff at Ohio State after Meyer took over in 2012.

In April, Meyer received a contract extension from Ohio State through Jan. 31, 2023 that will pay him an average of \$8.49 million per year over the life of the five-year contract. He is the nation’s second highest paid coach, behind Alabama’s Nick Saban.

Meyer has won a total of three national titles at two different schools and one of only four coaches in college football history to do so. Yet, Meyer proudly states his on field success with the Buckeyes is matched only by the team’s off-the-field “core values.”

In the Woody Hayes Athletic Complex, emblazoned on the wall, are Meyer’s five core values. Among the five – in ALL CAPS – is “TREAT WOMEN WITH RESPECT”

“The core values is something that – there’s a difference between a mistake and a core value,” Meyer said last week at Big Ten media days. “When I was six years old, I was sat down by my father and it was explained to me about what core values are and what mistakes are. Mistakes are correctible. Core values are who you are.”

So why would a coach at the top of his profession, jeopardize his entire career and legacy – and ignore his core values – because of a sense of loyalty to former mentor Earle Bruce?

“Zach once told me,” said Courtney, “if he ever got fired and this all comes out: ‘I’ll take everyone at Ohio State down with me.’ ”

Sent from my iPhone

**From:** "Smith, Eugene"  
**Sent:** 7/30/2018 7:43 AM  
**To:** "Garrity-Rokous, Gates" <garrity-rokous.1@osu.edu>, "Davidson, John" <davidson.92@osu.edu>  
**CC:**  
**Subject:** FW: coaches meeting wednesday, 8/1

---

Your call if you would like to join. As always love to have you. Gene

**From:** Heaton, Kim  
**Sent:** Monday, July 30, 2018 8:39 AM  
**To:** \_ATH Head Coaches <ATH-HeadCoaches@osu.edu>; \_ATH Assistant Coaches <ATH-AssistantCoaches@osu.edu>  
**Subject:** coaches meeting wednesday, 8/1

Good morning coaches,

Just a reminder there is a Coaches meeting this Wednesday, 8/1, 11am-11:45am in the Fawcett Center Clinton Room. At this meeting Gene would like to discuss current issues and reminders for the upcoming year.

Knowing this is a busy time of year for everyone, **please confirm with me today if you/your staff will be attending.**

Thank you!

**KIM HEATON**

Executive Director, Administration & Chief of Staff | Ohio State Athletics  
Fawcett Center 10th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.2477

F 614.292.0506

[heaton.19@osu.edu](mailto:heaton.19@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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## REMINDERS

See Something, Hear Something, Suspect Something, Say Something

Investigation – Refer to website or Chris Davey - Diana

Create an environment in your organization where staff, SA's & others associated are comfortable bringing things forward to you or someone in the organization

Open Communication is critical to creating that culture and it is a basic necessity to be successful – Having formal platforms help support informal communication throughout an organization

Head Coach Control Meetings – Required – Compliance driven

Organizational Management Meetings – Asst's, support staff ( SASSO, AT, ST Coaches, DO, Nutritionists, etc) Review each SA's circumstance, etc

Big Ten Standards – Undue Influence – impermissible communication

- Trainers, Doctors – return to play, medical care
- Admissions- Financial Aid –Registrar
- Student Conduct – Title IX, COAM

Management Responsibilities – will hit on some areas, not all encompassing

- Budget – communication with Budget office
- Purchasing Violations – follow procedures
- Personnel – clarity of roles and duties – assistants and support staff – set expectations – without clarity assumptions are made – large complex Org
- Policy on relationships with SA's
- Parent Management Plan
- Team Rules / SA expectations – Clarity no confusion
- Academic majors – SA's have choice
- Residence Hall behavior – Apartment leases and care
- Car Registrations
- SASSO Responsibilities – Missed Tutors
- Hazing – Be sure you pay attention- How things happen – WSOC
- Equipment Management – Nike – Your EQ manager – No SA should be without





## REMINDERS

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- Car Registrations
- SASSO Responsibilities – Missed Tutors
- Hazing – Be sure you pay attention- How things happen – WSOC
- Equipment Management – Nike – Your EQ manager – No SA should be without



**From:** "Smith, Eugene"  
**Sent:** 7/23/2018 8:54 AM  
**To:** "Emig, Jerry" <[emig.2@osu.edu](mailto:emig.2@osu.edu)>  
**CC:** "Sabau, Diana" <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>  
**Subject:** Fwd: Zach Smith

---

When we have statement pleas send

Sent from my iPhone

Begin forwarded message:

**From:** Kyle Rowland <[krowland@theblade.com](mailto:krowland@theblade.com)>  
**Date:** July 23, 2018 at 9:53:04 AM EDT  
**To:** <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** Zach Smith

Hi Gene -- Kyle Rowland from The Blade. Hope all is well.

Is it possible to ask you a few questions regarding the Zach Smith case? You can reach me at 419-343-3299.

Thanks.

-Kyle

**From:** "Smith, Eugene"  
**Sent:** 7/23/2018 10:07 AM  
**To:** "Kyle Rowland" <krowland@theblade.com>  
**CC:**  
**Subject:** Re: Zach Smith

---

Jerry will connect with you

Sent from my iPad

> On Jul 23, 2018, at 9:53 AM, Kyle Rowland <krowland@theblade.com> wrote:  
>  
> Hi Gene -- Kyle Rowland from The Blade. Hope all is well.  
>  
> Is it possible to ask you a few questions regarding the Zach Smith case? You can reach me at 419-343-3299.  
>  
> Thanks.  
>  
> -Kyle  
>  
>

**From:** "Mary Sheila Smith" [REDACTED]  
**Sent:** 7/23/2018 6:48 PM  
**To:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**CC:**  
**Subject:** Re: Statement from the Ohio State Dept. of Athletics

---

THanks.

On Jul 23, 2018, at 6:48 PM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "Emig, Jerry" <[emig.2@osu.edu](mailto:emig.2@osu.edu)>  
**Date:** July 23, 2018 at 5:23:48 PM CDT  
**To:** "Smith, Eugene" <[meyer.914@osu.edu](mailto:meyer.914@osu.edu)>, "Sabau, Diana" <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>  
**Subject:** Statement from the Ohio State Dept. of Athletics

**DRAFT**

## *Statement from the Ohio State University Dept. of Athletics*

**July 23, 2018**

Ohio State head coach Urban Meyer has announced the termination of wide receiver's coach Zach Smith. Coaching staff adjustments will be announced at a later date.

\*\*\*\*\*

### **Jerry Emig**

Associate Director | Ohio State Athletics Communications  
Fawcett Center, 6th floor | 2400 Olentangy River Rd. | Columbus, OH 43210

T 614.688.0343

C [REDACTED]

Twitter @BuckeyeNotes

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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**From:** "D1.ticker" <matt@d1ticker.com>  
**Sent:** 7/24/2018 6:34 AM  
**To:** "Smith, Eugene" <smith.5407@osu.edu>  
**CC:**  
**Subject:** D1.ticker - News from Monday, July 23, 2018

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[View this email in your browser](#)

D1.ticker - Eliminate the barrage of articles & time-consuming searches. Efficient D1 athletics news in a daily email.

**D1.jobs:** New opportunity below at **Florida Gulf Coast**. Post your team openings [here](#).

**Oakland** is expected to announce **Nebraska** Executive Assoc. AD Waterfield as its next AD this morning, according to **ESPN** reporter Borzello. Waterfield has been in Lincoln since 2013. [\(link\)](#)

Freshly minted **Davidson** AD Clunie addressed a group of student-athletes, administrators and supporters yesterday, telling those assembled that Davidson has "a great story to tell" before expressing excitement about new FB HC Abell. "The way he has approached the season, the way he works with his players, makes it clear to me that Coach Abel is a great person. I know we'll be successful." Asked about potentially upgrading the school's aging FB stadium, Clunie said addressing it was "high on our radar." Clunie, who was a Terry Scholar and Watson Fellow while he attended Davidson, also appeared on a **Charlotte Post** podcast, where he touched on his leadership style. "I'm big on building consensus, and empowering people. I want folks to feel like they have a shared equity in what we're doing. If people aren't bought into what we're doing, it doesn't make sense. They need to feel like they're a part of this." While MBB has been the school's most visible sport in the past decade, Clunie emphasized the importance of elevating the Wildcats' other 21 programs, noting: "We know we're going to be competitive. We've already been successful, but in order to level the playing field to where we're no longer in the Southern Conference, but in the Atlantic 10, and we're no longer just local, but more national in our scope, and what we're doing as an athletic program." [\(link\)](#) [\(link\)](#)

Add former **Towson** AD & multi-stop senior leader Waddell to the mix at **Alaska Fairbanks**. Waddell will be on campus today for his opportunity to win over Nanook leaders & constituents. Waddell is the fourth candidate to interview for the open AD chair just 140 miles from the **Arctic Circle**. [\(link\)](#)

#### **Big Ten Media Days:**

- + Commish Delany provided his perspective on the league, does not believe there's verifiable evidence yet that the conference's new divisions are lopsided. Delany also mentions the need for "balance" between student-athletes & institutions with the new transfer rules, "we have to figure out" one-and-done in MBB as he doesn't think the current setup is good for either party, believes there's plenty of time to figure out how additional compensation for student-athletes would work if it comes into play. The B1G boss is also in favor of a weekly national injury report, though he notes the importance of continuing to educate student-athletes on the ills & ramifications of sports gambling. [\(link\)](#) [\(link\)](#) [\(link\)](#)
- + Delany's comments launched a Twitter thread on who might be his successor one day. A handful of journalists & others point directly to **Northwestern** AD Phillips. [\(link\)](#)
- + **Nebraska** AD Moos notes how a number of campus leaders had to get on board with FB changing its practice schedule to mornings as opposed to afternoons. From a scheduling standpoint, Moos says he's most interested in seven home games a year before he'll consider neutral-site options. HC Frost pretty straight forward on the new redshirt rule: If a frosh is ready to play, he'll play. [\(link\)](#) [\(link\)](#)
- + Desired **CFP** structure: Frost says eight teams with five auto from **P5s**, one **G5** rep & two at-larges. [\(link\)](#); **Michigan's** Harbaugh would like to see eight now, 16 down the road. [\(link\)](#); **Penn State's** Franklin points to less subjective, uniform nine league games across the **P5**. [\(link\)](#)
- + Injury reports: Frost won't until he's required to do so. [\(link\)](#); Harbaugh is fine with it. [\(link\)](#); **Northwestern's** Fitzgerald also likes the transparency of such a move. [\(link\)](#)

The **Mountain West** will now use conference winning percentage as the determining factor in deciding which team will host the FB conference championship. Beginning this season, the divisional champion with the highest winning percentage will host the title game, with head-to-head competition serving as the first tiebreaker. Deputy Commish Gilliland: "We had a very unique set of circumstances last December with the two divisional champions playing on the final weekend of the regular season. That prompted a review of the formula and a shift to place a priority on head-to-head competition, while maintaining strategic positioning for the Mountain West champion to serve as the 'Group of 5' representative to the **College Football Playoff** structure." If still tied, the highest-ranked team in the CFP Selection Committee ranking (assuming that a team is



ranked) will host, so long as that team wins on the final weekend of the regular season. If that team loses, a composite average of selected computer rankings will be used. More tiebreakers inside. [\(link\)](#)

The **NCAA** has awarded more than \$1.8M in grants to nine **DI** schools through the **Accelerating Academic Success Program Comprehensive Grants** and **Accelerating Academic Success Program Initiatives Grants** programs, which aim to support programs that help student-athletes earn degrees. Recipients through the Comprehensive program include **Lamar** (\$900K), **Weber State** (\$300K), **Cal State Fullerton** (\$138,590) and **UT Arlington** (\$120K). Initiatives grant recipients include **Saint Peter's** (\$100K), **Texas Southern** (\$86,500), **Norfolk State** (\$75K), **Idaho State** (\$55K) and **Alabama State** (\$29,351). Non-FBS DI schools are eligible for the program. NCAA Asst. Dir. of Research, Assessment and Academic Success Roxbury: "Over the previous cycles of the program, we have seen the tremendous impact of the grant on multiple athletics departments. In addition to improving academic-related outcomes, the funding also has the capability to change culture and raise expectations across the campuses. Student-athletes have reported that they become even more motivated when they see such an investment made in their academic success." [\(link\)](#)

**Alabama** FB HC Saban, AD Byrne and Prez Bell were among the campus leaders on hand at yesterday's ribbon-cutting ceremony for Bama's new \$15M, 25K-sq-ft Alabama Athletics Dining Facility, which includes upper and lower level outdoor patios, more than 50 flat-screen TVs, 10 cook-to-order stations, five performance chefs, four registered dietitians and 20+ assistants. Construction took more than a year, and the project was conceptualized after the **NCAA** in 2014 passed a rule allowing schools to provide unlimited meals to student-athletes. Saban: "We all want to reinvest in the student-athletes that we have here. For them to get the first-class quality nutrition and have a facility that obviously will serve them well, and also attract great recruits here in the future, is something that's very important to the continued success of all programs at the university. Not just the football program." [\(link\)](#); Beginning August 9, **ESPN** will begin airing "Training Days: Rolling with the Tide," a four-part, all-access weekly look into the Alabama FB preseason. The program, which will re-air extensively across ESPN networks, will take viewers inside practices, meetings and one-on-one with FB coaches and staff. ESPN VP of Production Fitting: "Alabama football is one of the premier programs in all of sports. ... This series will provide a unique perspective of the Crimson Tide as they build upon a foundation for what they hope is another championship campaign." **JM Associates** and **Sport & Story**, in association with ESPN, will produce the series. [\(link\)](#)

Prosecutors in the sexual assault case of former **Tennessee** FB student-athletes Johnson and Williams say former UT Senior Assoc. AD Ward sat in on detectives' interviews with the former players, with prosecutor Hixson saying that, under normal police procedure, "you would never have a third-party civilian in that room with you." Defense attorneys and Ward himself say he was not present when the defendants voluntarily went in for questioning, with Ward, now deputy AD at **Elon**, saying he did not remain in the room once the interviews started: "Aside from reminding student-athletes to be as forthcoming and cooperative as possible, I played no role in the questioning or the investigation." [\(link\)](#); UT FB HC Pruitt last week asserted that the program will not tolerate violence toward women and yesterday dismissed a student-athlete who had been arrested on charges of domestic violence and false imprisonment. [\(link\)](#)

**Penn** has released a statement concerning allegations that former MBB HC Allen accepted bribes from the father of a potential student-athlete in order to help said player gain admission to the university: "Penn Athletics is aware of the allegations regarding former head men's basketball coach Jerome Allen, and we take these allegations seriously. The University has retained outside legal counsel to investigate the matter. We will have no further comment at this time." [\(link\)](#)

**Arizona State** sports law leader Wong pens for **AthleticDirectorU** on key updates around the legal landscape for college athletics. Pretty important: "There is a little question **Jenkins** is the **NCAA's** most important antitrust challenge to date—and may have the biggest impact on the collegiate model. Athletic directors should be prepared for a new paradigm in which schools and conferences have more (or complete) authority over how and if their athletes are compensated." Wong also provides updates for **MBB-FBI**, **PASPA**, **FLSA**, athlete misconduct policies & single school/single sport concussion cases. [\(link\)](#); **CBS Sports.com's** Norlander on the **NCAA** putting together an internal unit to review sports gambling developments, "A new age of sports coverage and fan interaction is underway. It would behoove the NCAA to not protectively wrap its arms around this -- but to embrace legalized sports betting and see it as an opportunity rather than an issue." [\(link\)](#)

**Per SBJ**, **Nike** will make the on-field uniforms for MLB starting in 2020 with **Fanatics** getting rights to all jerseys & fanwear retail. It's believed to be a 10-year deal. [\(link\)](#); Following an internal pay review, **Nike** has announced it will raise the salaries of over 7,000 employees, nearly 10% of the company's workforce across the globe. Additionally, as part of a broad compensation overhaul, Nike will change how it awards bonuses. Instead of examining factors such as individual and team performance, the company will award bonuses based on employees' performances against companywide earnings targets. Eligible employees will still have individual bonus targets, but the amount paid will be uniform, with the bonus pool measuring success "based primarily on companywide performance." **Nike** says the restructuring aims to ensure "more competitive pay" and "support a culture in

which employees feel included and empowered." ([link](#))

presented by [Anthony Travel](#)

As you might expect, the fight is far from over in **New Mexico** as five Democratic lawmakers say they'll explore options to ensure the Lobos don't have to cut the four announced sports. Albuquerque-based Maestas: "I am fully confident that the state of New Mexico will play Division I soccer in 2019 and beyond...because as New Mexicans, we are committed to solving problems. We have to shed this psychology that we can't do these things." The quintet also says UNM's Board of Trustees didn't ask politicians for an opinion or help, to which university EVP for Finance Harris responds he's been pushing for more funding for years. ([link](#))

**San Jose State AD Tuite & Eastern Michigan** peer Wetherbee discussed managing diverse personalities in this ADU sit-down from the **NCAA Convention**. Tuite: "You have to come to the table in any discussion with respect and honor the other person's truth even if you may not agree with it. This is how we grow as leaders by listening and respecting the opinions of others. [...] I always take calls from parents. Parents aren't usually calling you to say you're doing a great job. They're calling because of a concern with their son or daughter so I pretty much drop whatever I'm doing to speak with them." Wetherbee: "I've learned as an AD, what is effective communication for one coach may not be effective for another. [...] When dealing with a situation with a parent or donor, I try to treat them how I would want to be treated." More. 15-minute-ish convo that includes annotations for efficient consumption. ([link](#))

New **UNLV** Senior Assoc. AD/CFO Bowman in the spotlight, says the opportunity in Vegas was "the perfect opportunity for me both professionally and personally at this stage in my life," also points to being sold on the vision Rebels AD Reed-Francois has for the department & getting to work with a "vibrant events center" like **Thomas & Mack**. Biggest challenge of working in the industry? "Doing what is right in the face of extreme pressure is what many people in our industry find challenging." Notable book on his desk? "**How to Win Friends and Influence People** and **Start with Your Why**." A bit more. ([link](#))

**Valpo** selects **Van Wagner** as its multimedia rights partner. Length: "Long-term." Crusaders AD LaBarbera: "They bring an understanding of mid-major programs, experienced staff and expertise in evolving media and communications platforms that will provide strong support as we continue our transition to the **Missouri Valley Conference**." ([link](#)); **Affinity Licensing** adds another to its portfolio as it'll now handle trademark affairs for **Georgia State**. ([link](#))

Missed from **SEC Media Days** last week as **Vanderbilt** FB HC Mason commented on the need for a new stadium in Nashville, "We're not looking for the Taj Mahal. We don't need that. College football isn't even moving in that direction. The **NFL** isn't moving in that direction. What we need is a stadium that speaks to Nashville, that speaks to Vanderbilt University and gives us our best chance for success. [...] The reality is Nashville is a growing city. It's one of the fastest growing cities in the country, it's exciting. In that market, it's a competing market. When you have other teams with other facilities, everybody is looking for the best buy." ([link](#))

**More Personnel:** Several eyebrow raising comments from the attorney for dismissed **Ohio State** FB AC Smith, including: "There are no elements that fit a crime" in regards to the domestic violence allegations brought against the longtime Meyer AC. Smith was dismissed from the Buckeyes staff yesterday. ([link](#)); **SBJ's** Smith reports **SEC Network** big-name Finebaum's new deal is worth \$5M to \$6M per year. ([link](#)); Smith also runs **Facebook's** hire of former **Wasserman** media rights leader Berchuck. ([link](#)); Newly named **Indiana** Baseball HC Mercer will make \$250K in base salary with the Hoosiers this year, the same as Soccer HC Yeagley. Here is a full breakdown of HC and most AC base salaries in Bloomington. ([link](#)); Profile piece on **Oklahoma State's** Dir. of On-Campus FB Recruiting Armstrong, the first female in the Pokes recruiting department. ([link](#)); **Drexel** extends WBB HC Dillon. ([link](#)); **American** AD Walker hires **Cincinnati** AC Petrucci as the next Women's Lacrosse HC. ([link](#)); **Virginia** Dir. of Track & Field Fetzer adds **Cal Poly** Women's XC HC Bayley to the staff in Charlottesville. She will serve as Women's XC HC and AC for T&F. ([link](#)); Former **Texas** Track & Field HC Sategna lands in Fayetteville as the new AC for the **Arkansas** men's program. ([link](#)); Still more from the sport as **Radford** hires **Bradley** AC Bradley as the XC HC and T&F AC for the Highlanders. ([link](#)); **Syracuse** extends Chancellor Syverud's contract until 2024. ([link](#)); Former **ESPN & 120 Sports** anchor Kim heading to work at **Stadium**. ([link](#)); **NY Daily News** sports staff goes from 35 to nine, longtime writer Isoia among those affected. ([link](#))

From **Sun Belt Media Days**, **Coastal Carolina** FB HC Moglia's comments around his program's 'Be A Man' mantra caught my eye. "A real man, a real woman, a real leader stands on their own two feet. They always treat others with dignity and respect, and you're going to live with the consequences of your actions." ([link](#)); The league affectionately known as the **#FunBelt** appropriately adds a **WWE-style** championship belt to its post-season FB awards arsenal. ([link](#))

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Cal AD Knowlton continues his pitch to Golden Bears supporters, says sports will not be eliminated in Berkeley to balance the budget, also indicates he's going to spend a lot of time making sure the right people on the bus don't leave, "When you have that kind of turnover you never get much thrust. [...] We want to get good people and we are going to keep them." Thinks he'll have an overall budget solution in six months, points to his background as an engineer as key to building cross-campus alliances, continues to point to an improved game day experience for all sports. **Learfield Directors' Cup** goal: Top 10. ([link](#))

**Cal State Bakersfield** had its best fundraising year in more than a decade as the Roadrunners brought in more than \$3M in FY18, a 70% increase year-over-year. AD Siegfried: "Thanks to the hard work of our staff and the commitment from our community, we continue to set new records in revenue. Having said that, I am 100 percent confident we can do much more. With the support of our community, we can reach once unimaginable heights in our athletics department." Ticket sales accounted for \$378K in revenue, corporate sponsorships \$628K and special events more than \$300K. More than \$700K was raised by the Roadrunner Scholarship Fund with 287 new donors coming on board. ([link](#))

Donations to **Washington State's Cougar Athletic Fund** continue to rise, up \$1.31M in FY18 to \$7.76M. The 18% increase was helped by 23 donations of \$25K+ and 120 in the \$10K-\$24,999 range. Ticket sales numbers are \$600K ahead of last year. CAF donations in 2017 totaled \$6.45M and in 2016 just \$5.8M. ([link](#))

Looks like **San Diego State** is about to see its rent for playing FB in **SDCCU Stadium** increase by more than \$1M annually (\$90K to \$1.1M+). Aztecs AD Wicker: "If this were a 20-year lease and we were signing it, it would be different, but this is two years. We'll make it work." San Diegans will vote in November on the **SoccerCity** proposal to create an entertainment district & new venue for a MLS team, a push that's competing with SDSU's desire to put a new stadium on its West Campus. ([link](#))

**Baylor** Prez Livingstone supports the **Pepper Hamilton** investigation: "We're very confident the facts in those situations have not changed and that the decisions that the board made at the time those facts were released were the right decisions. We stand by those decisions as an institution, and we also feel very good about the ongoing work that the university has done to implement the recommendations that came out of the work of Pepper Hamilton." She goes on to say the university is "at a completely different place now than where we were four years ago. ... We're confident that our community understands where we are now versus where we were a few years ago—how different we are. And they're ready to come around us and support us." ([link](#))

**Also Noticed:** **Northern Kentucky** will replace **Papa John's** with a different pizza restaurant in its student union. **Western Kentucky**, however, will keep its two PJ's restaurants on campus. ([link](#), [link](#)); **LSU Baseball** HC Mainieri with a long explanation on why the series with **Tulane** will not continue to be a home-and-away one. After a one-year hiatus, the teams will begin meeting annually at a neutral site. ([link](#)); **Ole Miss** unveils its new "Great White Shark" FB uni's which are head to toe white. ([link](#)); **Minnesota Duluth** will sell beer at **AMSOIL Arena** during home hockey games this season. ([link](#)); The **Big South Stadium** in 2023 and return home to **Rynearson Stadium** the following year. The Eagles also added a home-and-home with **Texas State** in 2021 in Ypsilanti and 2025 in San Marcos. ([link](#)); From **Bloomberg's** Soshnick: "BREAKING: @Bruinsportscap's @engineshop acquires IEG sponsorship valuation/conference/U.S. sports brand consultancy from @WPP's @GroupMworldwide #sportsbiz" ([link](#)); Neat read on the success of **Best Buy** thanks to Geek Squad agents and their personalized at-home service calls. For now Best Buy is holding off **Amazon**. ([link](#))

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*(Posted from most recent over the last 30 days)*

**(NEW!) Director, Athletics Advancement (Florida Gulf Coast University / Fort Myers, FL):** The Director, Athletics Advancement identifies, qualifies, cultivates, closes and stewards gifts from current and prospective donors for both Athletics and the FGCU Foundation. More details [HERE](#).

**Assistant Director of Annual Giving (Auburn Athletics / Tigers Unlimited / Auburn, AL):** This position will develop, coordinate, and implement programs, services, and fundraising activities aimed at raising awareness and advancement of Athletics development initiatives. More details [HERE](#).

**Associate/Assistant Athletic Director for Sports Medicine (Virginia Commonwealth University / Richmond, VA):** VCU Athletics invites applicants for an Assoc./Asst. AD for Sports Medicine who will be responsible for the direction and development of the entire Sports Medicine program. Sport assignment is MBB. More details [HERE](#).

**Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Director of the Mocs Club provides primary leadership for athletics annual fundraising efforts, specifically to increase Mocs Club membership and increase unrestricted giving to UTC Athletics. More details [HERE](#).

**Associate Director of the Mocs Club (University of Chattanooga Foundation, UT Chattanooga / Chattanooga, TN):** The Associate Director will assist with athletics annual fundraising efforts, manage all aspects of the C Club, UTC's Letterwinners organization, and provide stewardship to all donors to UTC Athletics. More details [HERE](#).

**(NEW!) Athletics Development Coordinator (Boston University / Boston, MA):** This position is a key member of the Athletics Development staff, assisting the department toward its \$50 million goal as part of the \$1.5 billion goal in the Campaign for BU. More details [HERE](#).

**COORDINATOR OF WOMEN'S BASKETBALL OPERATIONS & PLAYER DEVELOPMENT (Middle Tennessee State University / Murfreesboro, TN):** The Coordinator of Women's Basketball Relations and Player Development will work directly with the Head Coach and the Director of the Academic Enhancement Center and assist with administrative aspects. More details [HERE](#).

**Head Coach, Women's Tennis (Brown University / Providence, RI):** This position is responsible for all aspects of the Women's Tennis program. The Incumbent also maintains positive relations with alumnae and friends groups. More details [HERE](#).

**Assistant Athletic Director, Creative and Digital Media (University of Oregon / Eugene, OR):** This role is responsible for leading and executing creative branding, digital, and social media strategy for Oregon Athletics. Building brand awareness and positive messaging for fans and constituents. More details [HERE](#).

**Athletics Business Manager (University of Louisville Athletic Association / Louisville, KY):** The Athletics Business Manager is responsible for oversight of the business operations of the U of L Athletic Department including budget, finance, accounting, travel, accounts payable/receivable, etc. More details [HERE](#).

**Director of Athletics Compliance (University of North Texas / Denton, TX):** Oversees the day-to-day compliance activities to meet NCAA, Conference USA, and University of North Texas requirements. Directs, addresses, and follows up on eligibility records for student athletes. More details [HERE](#).

**Assistant Director of Marketing (University of Louisville Athletic Association / Louisville, KY):** The Assistant Director of Marketing position serves as the marketing director and game director for all assigned Olympic sports for the University of Louisville Athletic Department. More details [HERE](#).

**Athletic Academic Advisor, Student Athlete Services (James Madison University / Harrisonburg, VA):** Assist the Associate AD for Student-Athlete Services in the organization, coordination and implementation of academic support services for student-athletes. More details [HERE](#).

**Head Coach, Womens Gymnastics (San Jose State University / San Jose, CA):** The Gymnastics Head Coach will report directly to the Senior Associate Athletics Director. Teach, motivate, and recruit student athletes. Details apply: [http://www.sjsu.edu/hr/careers/job41\\_id:24643](http://www.sjsu.edu/hr/careers/job41_id:24643). More details [HERE](#).

**Head Baseball Coach (#11012) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution, is currently accepting applications for the position of Head Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Baseball Coach (#11015) (University of Akron / Akron, OH):** The University of Akron, a NCAA Division I (FBS) institution is currently accepting applications for the position of Assistant Baseball Coach. Bachelor's required. EEO/AA. Employer/Veterans/Disabled. More details [HERE](#).

**Assistant Coach 1 - Hitting (Middle Tennessee State University / Murfreesboro, TN):** Assist the Head women's softball coach organize and administer all aspects of our NCAA Division I women's softball program. More details [HERE](#).

**Assistant Director of Ticket Operations (Army West Point Athletic Association / West Point, NY):** Responsible for assisting the Director of Operations, Army A Club with the overall operation of the Army A Club. More details [HERE](#).

**Director of Compliance for Eligibility/Assistant Director of Compliance for Eligibility (University of Michigan Athletic Department / Ann Arbor, MI):** This position will assist in a number of areas related to eligibility and recruiting and will have primary responsibility for managing the continuing, transfer, and initial eligibility process. More details [HERE](#).

**Director, Digital Media Strategy & Content (Mountain West Conference / Colorado Springs, CO):** The Mountain West is accepting applications for its Director, Digital Media Strategy & Content. The successful candidate will design & implement the digital media strategy for the Conference. More details [HERE](#).

**Athletics Marketing Coordinator (Eastern Michigan University / Ypsilanti, MI):** Assist with efforts to coordinate and implement marketing strategies to increase student attendance and engagement at home athletic events, and bring program visibility and awareness at home games. More details [HERE](#).

**Assistant Director of Group Sales (Baylor University / Waco, TX):** The Assistant Director of Group Sales is responsible for providing ticket sales assistance for the Department of Athletics as well as ensure group experience fulfillment. More details [HERE](#).

**Assistant Athletic Communications Director (University of Texas at San Antonio / San Antonio, TX):** Provide assistance with planning and implementing communications strategies as they relate to the goals and objectives of UTSA's 17-sport NCAA Division I athletics program. More details [HERE](#).

**Head Coach, Women's Softball (Quinnipiac University / Hamden, CT):** In this position, you will be responsible for total program management, including coaching, administration, recruitment and coordination of a collegiate women's softball program. More details [HERE](#).

**Head Women's Tennis Coach (University of Southern Mississippi / Hattiesburg, MS):** Head coach of the Southern Miss Women's Tennis program. Candidate will be responsible for coaching, recruiting, and overall operation and performance of Women's Tennis at Southern Miss. More details [HERE](#).

**Assistant Women's Lacrosse Coach (Quinnipiac University / Hamden, CT):** The assistant coach will engage in sport-specific coaching, recruitment, and student-athlete development with the women's lacrosse program. More details [HERE](#).



**Assistant Athletic Director – Marketing and Fan Experience (Air Force Academy Athletics Corporation / Colorado Springs, CO):** Works closely and collaboratively with AFAAC CEO and Associate Athletic Director for External Relations to develop an external vision for the department, which includes social media strategy, advertising campaigns, promotional schedules and marketing plans. More details [HERE](#).

**Assistant Athletic Director for Communications (Ohio University / Athens, OH):** Administer all components of sports information for Ohio University's 16 sports, to include the communication and distribution of sports related information to local, regional and national media. More details [HERE](#).

**Assistant Director for Athletics Communications (University of North Texas / Denton, TX):** UNT hiring for Assist Director-Athletics Communications. Resp. developing promotional & publicity strategies for dept. Digital & social media, dept website & traditional media relationship cultivation. More details [HERE](#).

**Assistant Director of Athletics for Compliance (College of Holy Cross / Worcester, MA):** Responsible for managing an NCAA Division I rules compliance program and enhancing a culture of compliance. Master's Degree or J.D. preferred. NCAA rules and regulations required. More details [HERE](#).

**Director of Athletic Marketing (Stony Brook University / Stony Brook, NY):** The Director of Athletic Marketing will support the Assistant AD Athletic Marketing in the development and execution of a comprehensive marketing plan for the Department of Athletics. More details [HERE](#).

**Financial Aid Coordinator - Athletics (University of North Texas / Denton, TX):** UNT is hiring for a Financial Aid Coordinator. Resp. day to day financial aid compliance, assist drafting & submitting waivers. Coordinate all financial-aid related activities for student athletes. More details [HERE](#).

**Assistant Director of Enforcement – Basketball Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in men's and women's basketball recruiting environments. More details [HERE](#).

**Assistant Director of Enforcement – Football Development (NCAA / Indianapolis, IN):** This position is responsible for developing specific expertise in and knowledge of the football recruiting environment through monitoring, investigation, and outreach. More details [HERE](#).

**Assistant Director of Enforcement – Investigations and Processing (NCAA / Indianapolis, IN):** This position is responsible for investigating and processing potential violations of NCAA legislation, compiling and evaluating evidence of infractions, and drafting necessary submissions. More details [HERE](#).

**Assistant Director, Administration (Mississippi State University / Starkville, MS):** Plans, organizes, and facilitates activities for Director of Athletics and Department of Athletics Administration. More details [HERE](#).

**Account Executive-Corporate Partnerships (Peak Sports MGMT / Multiple Cities):** Position is responsible for, but not limited to, supporting their respective property in areas of game-day and event operations, activation, fulfillment, marketing, office and administrative support. More details [HERE](#).

**Associate Director, Athletic Facilities & Recreation (Babson College / Wellesley, MA):** The Associate Director is responsible for the management and daily operations of all athletics facilities, including daily and event operations, scheduling, security and programming. More details [HERE](#).

**Associate Athletics Director for Compliance (Vanderbilt University / Nashville, TN):** Responsible for daily management of the University's compliance efforts in intercollegiate athletics, including the education and enforcement of NCAA and Conference rules and regulations. More details [HERE](#).

**Assistant Commissioner for Compliance and Governance (America East Conference / Boston, MA):** Position is responsible for the conference's compliance program, student-athlete academic programs as well as NCAA legislation and governance strategy. More details [HERE](#).

**Digital Media Coordinator (Campbell University / Buies Creek, NC):** Responsible for assisting in all facets of athletics video, digital and social media. More details [HERE](#).

**Marketing & Events Assistant (Dartmouth College / Hanover, NH):** Successful candidate will assist in the creation and implementation of marketing plans for Dartmouth's ticketed sports. More details [HERE](#).

**Director of Football Gameday Operations (Pennsylvania State University / University Park, PA):** Penn State Intercollegiate Athletics is seeking applicants for a Director of Football Gameday Operations to direct all aspects of Penn State Football game day. Please apply online: [apptrak.com/1253429](http://apptrak.com/1253429). More details [HERE](#).

**Head Women's Golf Coach (University of Oregon / Eugene, OR):** This position is responsible for the management and administration of all phases of the women's golf program in a manner that upholds the philosophy and objectives of the Oregon Athletic Department. More details [HERE](#).

**Assistant Coach, Women's Soccer (UNC Wilmington / Wilmington, NC):** The Assistant Coach, Women's Soccer, assists the Head Coach in providing leadership for a NCAA Division I soccer program. Assist with all aspects of the women's soccer program. More details [HERE](#).

**Associate Director of Athletics for Business Operations (University of Richmond / Richmond, VA):** The Associate Director of Athletics for Business is responsible for the management of all financial matters within the Department of Athletics and is the department's liaison with other departments. More details [HERE](#).

**Assistant Director, Athletic Communications (University of Oregon / Eugene, OR):** Prepare student-athletes and coaches for interview settings; provide stories, updates, and content related to the program and ensuing competitions to elevate interest in Oregon athletics. More details [HERE](#).

**Assistant Director of Marketing and Communications (Central Michigan University / Mount Pleasant, MI):** The assistant director is responsible for social media strategies and managing content. This position has external communication oversight over multiple sports, including women's basketball. More details [HERE](#).

**Visual Media Specialist (Baylor University / Waco, TX):** The Visual Media Specialist is responsible for producing video content and building graphic animations and still graphics for distribution to external constituents on digital platforms. More details [HERE](#).

**Assistant Women's Golf Coach (San Diego State University / San Diego, CA):** Assist in organizing and administering appropriate pre-season, season, and post-season programs necessary for a quality women's golf program. More details [HERE](#).



**Associate Athletics Director for Internal Affairs (Southeast Missouri State University / Cape Girardeau, MO):** This position is responsible for managing internal operations for department of athletics including oversight of facilities and event management, sports medicine, strength and conditioning. More details [HERE](#).

**Director of Finance and Accounting (Florida International University / Miami, FL):** FIU Athletics is seeking a Director of Finance & Accounting to oversee all financial activities of Athletics Operations. Ensures successful operation of the Business Office & works with Athletic Dir. More details [HERE](#).

**Assistant Director of Digital Media (Purdue University / West Lafayette, IN):** Will be responsible for developing bold and intentional content for Purdue Athletics digital platforms. Also serve as the marketing and communications liaison to the varsity men's and women's tennis. More details [HERE](#).

**Head Coach, Men's & Women's Track & Field/Cross Country (University of North Carolina Wilmington / Wilmington, NC):** Administer and teach all phases of training and fundamentals for a successful program in accordance with NCAA, CAA, and UNCW's rules and regulations. More details [HERE](#).

**Chief Financial Officer/Senior Associate Athletic Director (Ohio University / Athens, OH):** This position directs and oversees the finance unit of the Department of Intercollegiate Athletics and is the financial spokesman for the department. More details [HERE](#).

**Assistant Athletics Director - Business and Administration (San Jose State University / San Jose, CA):** Job Title: Assistant Athletics Director - Business and Administration Job ID: 24615 Compensation Classification: Administrative Analyst Specialist Exempt – III Anticipated Salary: \$6,667/ month. More details [HERE](#).

**Director, Athletics Development / Senior Associate Director, Athletics (Boston College / Chestnut Hill, MA):** Responsible for all aspects of fundraising for Athletics at Boston College, in alignment with the Athletic Director's vision for the program, the University's mission, and fundraising best practices. More details [HERE](#).

**Assistant Director-Athletic Event Management (University of North Carolina at Chapel Hill / Chapel Hill, NC):** This position will be responsible for providing outstanding leadership to support Game Day Management for as many as 10 of UNC's 28 sport programs. More details [HERE](#).

**Senior Coordinator of Spirit & Traditions (Baylor University / Waco, TX):** Baylor is seeking a Senior Coordinator of Spirit & Traditions to serve as a liaison between Student Activities & the Athletics department. More details [HERE](#).

**Assistant Athletic Director/Human Resources Strategic Partner (Pennsylvania State University / University Park, PA):** Penn State University Intercollegiate Athletics and Human Resources are seeking a Assistant Athletic Director/Human Resources Strategic Partner to be part of the ICA leadership team. Apply at <http://apptrak.com/1236356>. More details [HERE](#).

**Account Executive, Ticket Sales (Stanford University / Stanford, CA):** 2 positions open for Account Executive, Ticket Sales. Position is responsible for selling season tickets, partial plans, group tickets, and premium seating. More details [HERE](#).

**Head Coach - Golf (Middle Tennessee State University / Murfreesboro, TN):** The Head Golf Coach will direct, organize and administer all aspects of our Division I Men's Golf program. More details [HERE](#).

**Associate Athletics Director, Compliance (Stanford University / Stanford, CA):** Provide day-to-day oversight over all DAPER initiatives for compliance with NCAA and Pac-12 Conference rules. More details [HERE](#).

**Assistant Athletics Director of Facilities and Operations (Florida International University / Miami, FL):** Seeking an Assistant AD Facilities & Ops to oversee the facility management of Riccardo Silva Stadium. Serves as the Athletics department facility liaison to the FIU Football program. More details [HERE](#).

**Coordinator, ACC Network (Virginia Tech Athletics / Blacksburg, VA):** The Coordinator will assist in the day-to-day execution of ACC Network/ESPN broadcasts of Virginia Tech Athletics. More details [HERE](#).

**Assistant Director of Digital Strategy (University of Washington / Seattle, WA):** Assist in the ideation and execution of web design, graphic design, video production, social media and other digital and online projects towards generating revenue and enhancing fan engagement. More details [HERE](#).

**Development Officer for Athletics (University of Albany / Albany, NY):** Designing and executing solicitation strategies to secure gifts of \$25,000+ from alumni and friends of the University, with special responsibility for securing gifts to UAlbany's athletics program. More details [HERE](#).

**Director, Annual Giving - Athletics (University of Alabama / Tuscaloosa, AL):** Generates charitable support for the Crimson Tide Foundation's annual fund. Responsibilities include soliciting annual fund gifts; creating, administering, and tracking annual giving programs. More details [HERE](#).

**Assistant Coach 1 - Baseball (Middle Tennessee State University / Murfreesboro, TN):** Under the supervision of the Head Baseball Coach: assist in the administration, organization and coaching of the university's NCAA Division I Baseball program. More details [HERE](#).

**Assistant Coach 1 - Pitching (Middle Tennessee State University / Murfreesboro, TN):** Assist the Head Baseball Coach organize and administer all aspects of our NCAA Division I Baseball program. More details [HERE](#).

**Bob Hammel Communications Internship (Big Ten Conference / Rosemont, IL):** Responsibilities: Communications, public relations, publications. Assist. Statistical compilation, press releases, media guides, records books, championship programs Engage social media Must have 4yr degree More details [HERE](#).

**Director for Student-Athlete Development (University of Massachusetts Amherst / Amherst, MA):** The University of Massachusetts Amherst Department of Athletics is accepting applications for a Director for Student-Athlete Development. More details [HERE](#).

**Digital Marketing Coordinator (University of Arizona / Tucson, AZ):** This position will be responsible for results-based marketing of Arizona Athletics. Responsible for overall digital strategy, including customer experience and outbound marketing. More details [HERE](#).

**Director of Development (Ohio State University / Columbus, OH):** The Director of Development will develop and implement long and short term plans to secure major gifts from alumni, friends, volunteers, corporations, foundations and other entities. More details [HERE](#).

**Director / Assistant Director, Marketing (Stanford University / Stanford, CA):** This position will support all marketing efforts to generate revenue, increase attendance and build affinity through email marketing, digital advertising & supporting traditional advertising efforts. More details [HERE](#).

**Assistant Director of Development, R Fund (Rutgers University / New Brunswick, NJ):** R Fund is seeking an ambitious development professional to join their team. This position is responsible for the oversight & execution of athletic donor-related events & stewardship. More details [HERE](#).

**Assistant Manager of Annual Giving (University of Alabama at Birmingham / Birmingham, AL):** This position will assist in carrying out designated duties and responsibilities for the Blazer Boosters Annual Giving Program. More details [HERE](#).

**Development Associate (University of Alabama at Birmingham / Birmingham, AL):** The University of Alabama at Birmingham seeks a Development Associate assisting Blazer Boosters. This is a 10-month paid internship. More details [HERE](#).

**Head Coach, Softball (Brown University / Providence, RI):** This position is responsible for all aspects of the Softball program. The incumbent also maintains positive relations with alumnae and friends groups. More details [HERE](#).

**Photographer/Media Specialist (University of Tennessee / Knoxville, TN):** The University of Tennessee Athletics Department is searching for a Photographer to join their Media Relations unit. This position serves as the secondary photographer for Tennessee Athletics. More details [HERE](#).

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Domestic violence suit ordered against Ohio State assistant

Brad Crawford

247Sports.com

23 July 2018

Ohio State assistant coach Zach Smith has had a domestic violence civil order filed against him, former ESPN college football insider Brett McMurphy reported Monday.

The order, filed by Smith's ex-wife Courtney Smith on Friday, continues a history of domestic violence allegations against Smith, McMurphy says.

From McMurphy's findings:

In 2009, when he was a University of Florida assistant, he was arrested for aggravated battery on a pregnant victim, according to a Gainesville Police Department report. Courtney Smith was 8-10 weeks pregnant at the time. That alleged assault occurred on June 21, 2009 – the Smith's one-year wedding anniversary. Courtney Smith, however, ultimately decided not to press charges.

On Wednesday, Zach Smith, 34, also was charged with a misdemeanor charge of criminal trespassing, according to an arrest report from Delaware Municipal Court. The criminal trespassing charge was for dropping their son off at his ex-wife's house – and not at a pre-arranged public place – which was a violation of an earlier criminal trespass warning. That warning was provided to him on Dec. 19, 2017, according to the criminal complaint.

Smith is already facing criminal charges this month for a separate incident.

According to McMurphy, "the domestic violence civil protection order served to Smith on Friday is for five years, unless reversed by a judge in an Aug. 3 hearing, a City of Delaware police spokesperson said."

The protection order prohibits Smith from getting within 500 feet of his ex-wife, who he divorced in September 2015. The ruling states: "the court finds that (Courtney Smith) is in immediate and present danger of domestic violence and for good cause the following temporary orders are necessary to protect the persons named (Courtney Smith and her children Cameron, 8, and Quinn, 6) in this order from domestic violence."

Smith, a graduate of Dublin Coffman High School, was a graduate assistant for Meyer during his time at the University of Florida before he was hired as the Buckeyes' wide receivers coach in 2012. He is a 2007 graduate of the University of Florida with a degree in sports management. Smith left Florida to work on Doc Holliday's staff at Marshall for the 2010 season.

He then moved on to Temple when Steve Addazio took over in 2011. The year after, Smith came home to Columbus to join Meyer's new staff at Ohio State. He later assumed duties as the on-staff recruiting coordinator.

Despite his tenure at OSU – and with other coaches coming and going – Smith was still the lowest paid Scarlet and Gray full-time assistant at \$340,000 annually after raises were given to all 10 staff members. Smith has been an active participant on social media under his Twitter handle, @CoachZachSmith. He dubbed his wide receiver group as Zone 6 and has coached the likes of Philly Brown, Jake Stoneburner, Devin Smith, Evan Spencer, Michael Thomas, Braxton Miller, Jalin Marshall, Noah Brown and Curtis Samuel.

His current receiver group is led by seniors Terry McLaurin, Parris Campbell and Johnnie Dixon and juniors K.J. Hill, Binjimen Victor and Austin Mack.

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Ohio State football | Zach Smith fired amid allegations of domestic violence

Bill Rabinowitz and Dean Narciso

Columbus Dispatch

24 July 2018

When Urban Meyer became Ohio State's football coach seven years ago, he established some rules that he regarded as "core values" for his program.

One of them is a zero-tolerance policy regarding violence toward women. On Monday, after OSU receivers coach Zach Smith's ex-wife filed a civil protection order against him and an allegation of previous domestic violence surfaced, OSU fired him.

"Ohio State head coach Urban Meyer has announced the termination of wide receivers coach Zach Smith," a brief statement from OSU read. "Coaching staff adjustments will be announced at a later date."

Meyer is scheduled to speak on Tuesday at Big Ten media days in Chicago. He arrived by early Monday evening but did not respond to requests for additional comment.

Smith, the grandson of former Ohio State coach Earle Bruce, was the last remaining member of Meyer's original 2012 OSU coaching staff.

Courtney Smith, a resident of Powell, filed the civil protection order Friday in Delaware County Domestic Relations Court. An Aug. 3 hearing is scheduled to discuss the matter, according to court records.

Zach Smith's attorney, Bradley Koffel, has argued that a misdemeanor charge of criminal trespassing filed in May was baseless and that Smith was just dropping off one of his children at his ex-wife's apartment.

Koffel told The Dispatch last week that there were no threats, argument or physical altercation.

"They pick up and drop off like every other divorced family," he said. "They said, 'He was told by one of our officers five months ago not to drop off at her apartment.' I said that's not enough to override a domestic-court order on where he's allowed to drop off or pick up his kids. It's a court order that controls this."

But in a court filing, Courtney Smith said her ex-husband has harassed, stalked and intimidated her. The Smiths divorced in 2016.

"I am now in even more fear than ever before," she wrote in a sworn affidavit. "Zach believes he is above the law and has no respect for the authorities. I fear for my safety and my life."

Koffel said Courtney Smith is using the media and an order typically used for battered women to "regulate the pickup and drop-off of her kids."

Vest said of Friday's protection order that there was never evidence of physical violence or threats, as would be required for criminal charges.

"There are no elements that fit a crime," he said, noting that a protection order often is based on perception and fear.

"Sometimes in a domestic situation, (it's) 'I may not trust this person. I don't want them around,' " Vest said.

The order requires Smith to stay at least 500 feet away from his ex-wife for the next five years.

"The courts allow some distance for them to cool down a little. It's a good system to let people catch their breath," Vest said.

Vest said the order's length is likely connected to the age (8 and 6) of the couple's children. He recommends that

custody exchanges take place at police stations “to reduce the stress on the kids.”

According to court records in Alachua County, Florida, Smith was arrested by Gainesville Police on a charge of aggravated battery in June 2009. That charge was dismissed because of insufficient evidence.

Koffel told The Dispatch that the case eight years ago occurred after Courtney Smith recently became pregnant and she called the police after an argument.

“As they do in these cases now, the first person to call the police is the victim,” Koffel said. “The second is the defendant and goes to jail.”

He said that Zach Smith was “briefly detained” during that incident.

“She quickly realized what she had done and asked to have the case dismissed,” Koffel said.

The charge was dismissed.

The Dispatch could not confirm an earlier report by national college football writer Brett McMurphy that Zach Smith was arrested in October 2015 by Powell police on felony counts of domestic violence and felonious assault against Courtney Smith. In fact, Powell Police Chief Gary Vest said Monday night that, to his knowledge, no charges were ever filed.

“I’m scratching my head over this,” he said.

Former Buckeyes and NFL receiver Brian Hartline is now an offensive quality-control coach for Ohio State and would be a logical candidate to replace Smith. Another possibility is fellow offensive control-coach Corey Dennis, who is Meyer’s son-in-law.

The new receivers coach will take over a room loaded with veterans, led by returning starters Terry McLaurin, Austin Mack and hybrid back Parris Campbell. Of the 10 receiver and/or hybrid backs who made a catch in 2017, nine are back, including the team’s leading pass catcher K.J. Hill, Johnnie Dixon, C.J. Saunders, Binjimen Victor, Demario McCall and Jaylen Harris.

And on the recruiting front, the Buckeyes already have gained a commitment for the 2019 class from consensus five-star Texas prospect Garrett Wilson. He answered questions about whether he was hedging on his OSU pledge by posting on Twitter, "I'm solid. Please stop asking. #GoBucks."

Dispatch reporter Tim May contributed to this story.

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Rob Oller's commentary | No way Urban Meyer could keep Zach Smith as Ohio State football assistant

Rob Oller

Columbus Dispatch

24 July 2018

Ohio State coach Urban Meyer had no choice. Not if he wanted to follow his own rules. Not if he wanted to avoid appearing soft on domestic violence.

So it was goodbye OSU receivers coach Zach Smith. And hello Brian Hartline? We shall see. For now it is enough that Smith is gone, fired Monday evening after reports surfaced that the 34-year-old grandson of former Buckeyes coach Earle Bruce has been accused of multiple incidents of domestic violence.

After it surfaced last week that Smith had been cited May 12 on one count of criminal trespassing — stemming from a dispute with his ex-wife over their son's drop-off location — news broke Monday afternoon that Smith's ex-wife, Courtney Smith, also had obtained a domestic violence civil protection order against her ex-husband in connection with the complaint in May.

Smith's attorney, Bradley Koffel, has argued that the misdemeanor charge of criminal trespassing was baseless and that Smith was just dropping off one of his children at his ex-wife's apartment.

In June 2009, according to court records in Alachua County, Florida, Smith was arrested by Gainesville Police on a charge of aggravated battery. That charge was dismissed. At the time, Smith was a graduate assistant under Meyer at Florida, and Smith's wife was nearly three months pregnant.

Koffel said Smith and his then-wife got into an altercation at a holiday party and that Courtney Smith later asked for

the charges to be dismissed.

Did Meyer know about the 2009 incident? We should find out today when he is scheduled to meet with media at the Big Ten media days in Chicago. Questions will be asked. Let's hope Meyer gives straightforward answers, because this is not merely some inconvenient distraction to the upcoming season. If Smith was physically abusive toward his wife/ex-wife, the actions run hard against Meyer's own non-negotiable team rules.

Meyer lays out three core values above all others: 1. Don't lie; 2. Treat women with respect; 3. No stealing, drugs or weapons. Players caught breaking any of those rules are punished with reduced playing time or dismissal.

In 2013, Meyer put his no-play promise into action when Ohio State tailback Carlos Hyde was caught on surveillance tape getting into a brief altercation with a woman at a Columbus nightclub. Though not charged with a crime — it was not clear from the tape whether Hyde made physical contact with the woman — Hyde served a three-game suspension for not walking away from the situation.

The allegations against Smith would warrant an even stiffer penalty. Meyer obviously agrees, because he quickly cut loose the last remaining assistant from his original staff in 2012.

Smith's coaching ability was a mixed bag. His critics pointed to a lack of improvement among the receiving group, but there were successes, too, including Michael Thomas. There were murmurings that Smith had a job only because of Meyer's love for Bruce, who hired him as a graduate assistant in 1986.

When Bruce died in April, speculation began that Smith's job security might be in peril. But no one saw the exit happening this way. At least hopefully no one.

Smith's forte was recruiting, which Meyer values in a coach more than almost anything else. But the latest allegations surely damage Smith's ability as a recruiter. Imagine trying to explain the 2009 police incident report to a recruit's mother:

Smith "picked (his wife) up by grabbing her T-shirt and threw her against the bedroom wall." From the same report officers concluded Zach Smith was the primary aggressor.

An Ohio State press release said coaching staff adjustments will be announced later. Here's guessing that Hartline gets the call. The former Buckeyes receiver with NFL experience served last season under Meyer as a quality control coach.

Regardless of who gets the job, what Meyer and OSU need now is a quality coach with control of his behavior.

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**Sent:** 7/19/2018 7:29 AM

**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>

**CC:**

**Subject:** [cfaa-elite-clips] Attorney says OSU assistant Zach Smith was doing 'what he's supposed to do'

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Ohio State football | Attorney says assistant coach Zach Smith was doing 'what he's supposed to do'

Bill Rabinowitz

Columbus Dispatch

19 July 2018

Ohio State receivers coach Zach Smith appeared in Delaware Municipal Court on Wednesday afternoon to face a misdemeanor charge of criminal trespassing.

He had already pleaded not guilty.

The case was continued for a final pretrial hearing, Smith's attorney, Bradley Koffel, told The Dispatch.

The incident that led to the charge occurred on May 12 at Smith's ex-wife's home, according to a Powell Police Department report.

Although the police report states that Smith was arrested, Koffel said that wasn't the case. He said Smith was cited after he dropped off his son at his ex-wife's apartment that day.

Koffel said the issue is whether Zach Smith is allowed to do that. The shared-parenting plan between Zach and Courtney Smith says he can, according to Koffel. He added that a police officer told Zach Smith five months ago that he could no longer do that, although the attorney said that's not binding.

"They pick up and drop off like every other divorced family," Koffel said. "They said, 'He was told by one of our officers



five months ago not to drop off at her apartment.' I said that's not enough to override a domestic-court order on where he's allowed to drop off or pick up his kids. It's a court order that controls this."

Koffel said that on May 12, Zach Smith called his ex-wife about where to drop off their son.

"He's just following what he's supposed to do as a noncustodial parent," Koffel said. "She decided, with little or no notice, 'Don't drop our son off at my place.' He said, 'Where do I drop him off?'"

Koffel said that Zach Smith didn't get an immediate answer.

"He's on the clock" for returning his son, Koffel said. "He's like, 'You know what, I'm going to drop him off at your place. No harm, no foul.'"

"She took exception to that and called the Powell Police Department. There were no threats. He never got out of his car. They weren't even in an argument."

Koffel said he had been hopeful that the case would be dismissed Wednesday. He said that didn't happen after media reports of the case surfaced shortly before Smith appeared in court. The case was continued, he said.

"Everyone's taking a breather," Koffel said. "We're continuing negotiations. We're continuing to get to the bottom of this."

"What's next is surviving this media storm and then a prosecutor realizing there's some proof problems, because the state has to prove he didn't have a right to be there. He did have a right to be there."

The Delaware City prosecutor's office was unable to provide information on the case.

Koffel said that Smith was concerned about the damage to his reputation.

"He's just beside himself," Koffel said. "He didn't do anything illegal, and now it's coming out that he's some sort of wife-beater, trespasser, whatever. The inferences being drawn from the headlines are horrible."

Smith, 34, is the grandson of former Ohio State coach Earle Bruce, who died in April. Smith is the only Buckeyes assistant remaining from coach Urban Meyer's original Ohio State staff in 2012.

An Ohio State spokesman said the university is aware of the charge but had no further comment.

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**Sent:** 7/19/2018 5:32 AM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] Ohio State assistant coach faces criminal trespassing charge

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Ohio State assistant coach faces criminal trespassing charge

Zach Smith pleads not guilty to charge stemming from May 12 incident

David Jablonski

Dayton Daily News

19 July 2018

COLUMBUS — Ohio State Buckeyes wide receivers coach Zach Smith faces a charge of criminal trespassing, according to Delaware County Municipal Court records. The incident occurred May 12 in Powell.

According to a report by 247Sports.com, police officers were called to the residence of Courtney Smith, Zach Smith's ex-wife. She had instructed Smith to not drop off their son at her apartment. Zach told officers Courtney did not show up for the meeting where he was supposed to drop off their son and didn't want to wait so he showed up at the apartment.

Zach had been told in 2017 he could be face a criminal trespassing charge, according to the report, if he showed up at Courtney's residence.

Zach's attorney, Brad Koffel, spoke about the incident on 610 WTVN Radio on Wednesday. He said Zach and Courtney have been divorced for a couple of years and have two kids and a joint plan for shared parenting.

On May 12, Koffel said Zach was returning their son to Courtney. The exact location hadn't been discussed.

"They were texting each other as to where to meet," Koffel said. "She told him to meet at their apartment complex clubhouse. He drove there. She wasn't there. He dropped the son off at her apartment. She was waiting for him with her cell phone out and took a picture of him in her driveway. He left. Then she called the Powell police and said it was trespassing. She never presented a shared parenting plan to the police department. She never presented a shared parenting plan to the Delaware Prosecutor's Office, and a criminal complaint was filed against Zach. He was never arrested. He went to the Powell (police department) to pick up the criminal trespassing complaint. At no point did he violate the shared parenting plan, and we entered a not guilty on June 5. That's it."

Smith, the grandson of former Ohio State head coach Earle Bruce, is entering his seventh season on Urban Meyer's staff. He has a son, Cameron, and a daughter, Quinn Olivia.

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**From:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**Sent:** 7/18/2018 1:04 PM  
**To:** "CFAA-Elite-Clips" <cfaa-elite-clips@googlegroups.com>  
**CC:**  
**Subject:** [cfaa-elite-clips] OSU Assistant Zach Smith faces criminal trespassing charge

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Ohio State football | Assistant coach Zach Smith faces criminal trespassing charge

Bill Rabinowitz

Columbus Dispatch

18 July 2018

Ohio State receivers coach Zach Smith was scheduled to appear in Delaware Municipal Court on Wednesday afternoon to face a misdemeanor charge of criminal trespassing.

Smith had previously pleaded not guilty. His court appearance was set for 2 p.m.

Smith was arrested May 12 by Powell police department Sgt. Ron Sallows. No other details were immediately available.

Smith, 34, is the grandson of former Ohio State coach Earle Bruce, who died in April. Smith is the only Buckeyes assistant remaining from head coach Urban Meyer's original Ohio State coaching staff in 2012.

An Ohio State spokesman said OSU is aware of the charge but had no further comment.

--

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For more options, visit <https://groups.google.com/d/optout>.

**From:** smith.5407@osu.edu  
**Sent:** Sunday, August 05, 2018 10:08 AM  
**To:** ron and rebecca young  
**Subject:** Re: Brett McMurphy

Thank you for sharing. Appreciate your support. Thanks and we will do our best to positively get through this, Gene

Sent from my iPad

On Aug 5, 2018, at 8:52 AM, ron and rebecca young <[r2young3390@yahoo.com](mailto:r2young3390@yahoo.com)> wrote:

Hello Mr.Smith,

I recently contacted Brett McMurphy about a part of his reporting that bothered me. He sent me this reply and I responded which I would like to send you in a follow up email. I wish the best for Ohio State and have a sinking feeling Mr. McMurphy has an agenda.

Healthy Regards

[Sent from Yahoo Mail for iPhone](#)

Begin forwarded message:

On Sunday, August 5, 2018, 7:35 AM, ron and rebecca young <[r2young3390@yahoo.com](mailto:r2young3390@yahoo.com)> wrote:

So why the rush to judgement. You use the word “alleged” but then continue to write as though it is truth. Why not include what you just told me in your stories? I’m Afraid this story is teetering close to the rush to judgment scandal of the Duke lacrosse scandal. That would only hurt your career- not advance it. Good reporting looks at both sides- not just picking a side and running with it. People’s livelihoods and reputations are at stake here- even yours. Your tweets are showing you’re starting to enjoy the attention a little too much.

Healthy Regards

[Sent from Yahoo Mail for iPad](#)

On Saturday, August 4, 2018, 11:01 PM, Brett McMurphy <[brettmcmurphy@gmail.com](mailto:brettmcmurphy@gmail.com)> wrote:

I reported Zach Smith has never been convicted of domestic violence. The police will not take questions, and only refer to what’s in the police reports.

Thanks.

> On Aug 4, 2018, at 10:59 PM, Becky <[r2young3390@yahoo.com](mailto:r2young3390@yahoo.com)> wrote:

>

> I was wondering if you could do some due diligence and investigate why, when the police were called out to the Smith household at least 9 times - no charges were ever filed by the police or Courtney. This is a veryyyy troubling part of your story. And one that needs to be explored further.

> Could the reason be Courtney’s own behavior and credibility? Could this

credibility issue be a factor for not only the police, but those at Ohio State who knew of their toxic marital situation ,and just as the police, could not determine just how physical and out of control the situation was??

> If the police, who deal with this situation on a constant basis can't determine for sure, how does a football coach?

> I know this doesn't advance your storyline, but would go a long way in establishing credibility with your readers.

> As someone who has had a family member involved in a domestic abuse situation, I unfortunately saw the lying and manipulation that both parties can use to cover up and mislead.

>

> Healthy Regards

>

> Sent from my iPhone



**From:** smith.5407@osu.edu  
**Sent:** Friday, August 03, 2018 7:23 AM  
**To:** William Griffith  
**Subject:** Re: Had enough

Thank you Mr. Griffith for your comments. I appreciate them,, thank you, Gene

Sent from my iPad

> On Aug 3, 2018, at 7:22 AM, William Griffith <wsgriffith@att.net> wrote:

>

> Dear AD Smith,

> Succinctly as possible- if Coach Meyer is fired over this “ he said/ she said” between an assistant coach and his wife- you sir, will follow him out the door.

> This is NOT a Title IX issue and the nest of Leftist vipers that OSU has become is an ongoing embarrassment to alumni.

>

> Sincerely,

> W. S. Griffith

> OSU ‘80

>

> Sent from my iPhone

**From:** smith.5407@osu.edu  
**Sent:** Thursday, August 02, 2018 6:56 PM  
**To:** Amy Hay  
**Subject:** Re: Urban

Thanks Amy, appreciate your comments, Gene

Sent from my iPad

On Aug 2, 2018, at 6:46 PM, Amy Hay <[amy\\_hay@aol.com](mailto:amy_hay@aol.com)> wrote:

As a huge Ohio State fan I would just like to say I appreciate the University and all you do for athletes, the community and education. That being said I would just like to say that I don't condone domestic violence of any kind but when is enough enough as far as getting involved and reporting it. I do believe Urban had no knowledge of it and as far as Shelly goes unless she is begged to help I can't see how she is obligated to report it.

Yesterday the Catholic Diocese released the names of 71 priests who had been accused of sexually assaulting someone within the church. Is everyone who knew in each of those 71 cases obligated to say something? Should they all lose their jobs?

Please take into consideration the mass amount of lawsuits at the moment from athletes everywhere. Half I believe is just for money. In this case I believe she is in it for the money.

My opinion probably doesn't matter but I just wanted you to hear what I have to say as a regular non employee or affiliations with the University.

Thank you,

Amy Hay

**From:** smith.5407@osu.edu  
**Sent:** Wednesday, August 01, 2018 7:43 PM  
**To:** Pappas, Michael C.  
**Cc:** President Michael V. Drake  
**Subject:** Re: Urban Meyer reinstatement immediately

Thanks for your comments,,, Gene

Sent from my iPad

> On Aug 1, 2018, at 7:33 PM, Pappas, Michael C. <pappas.166@buckeyemail.osu.edu> wrote:

>

> Dear Mr. Smith and Dr. Drake,

>

> I hope this message finds you both well. I am writing you today in support of head football coach Urban Meyer being reinstated.

>

> As an alumnus of The Ohio State University holding an undergraduate degree and two professional degrees including a doctorate and MBA, I feel compelled to share my beliefs with you. Moreover, if the university chooses to remove Coach Meyer from his position as head football coach, I regret to inform you it will indefinitely result in the suspension of any future donations from the businesses I am associated with, my extended family's group donations and my own personal contributions through entities established. Below are the reasons why:

>

> The concept of a university is based on the idea of a shared community, one in which the collective principles of its individuals form the rules it adheres to. These principles are fundamental to the way acts or behave, or in this case treats other members of that university community. Based on the current media coverage, it is apparent the media's principles are clear - individuals are presumed guilty until proven innocent. However, as member of The Ohio State University community I urge you to recognize that is not our way of behaving. Those are not our principles as is evident by the numerous interactions I have had today with other like-minded alumni.

>

> The current media environment has clearly portrayed a situation in which Coach Meyer's role as football coach also extends into marriage counselor, community police officer, county judge and grand jury. While the alleged acts are undeniably horrific, I do not believe Coach Meyer did anything wrong. Many stories changed, lies were told and documents altered that skewed his perception of the situation. He possessed no legal authority to fire Coach Smith based on an unsubstantiated allegation and would have made the university susceptible to a wrongful termination lawsuit had he done so. Additionally, numerous critical facts are unknown and will likely remain so without credible substantiation by any of the parties involved. As such, it remains disappointing that the athletic department's leadership would so quickly throw away a talented leader, influencer of young minds and man of great character over a mandate in his job description that did not exist.

>

> On a more personal level, this may be one of the most saddening days I have had as a member of Buckeye Nation over the past 13 years. We have allowed a very sick and unstable couple's relationship to negatively impact the lives of thousands. And why? Because Coach Meyer and his wife tried to guide them through their issues when the court system wouldn't intervene? Their sincerity, authenticity and overall compassion for others was taken advantage of. For this, Coach Meyer and the greater Buckeye Nation should not be punished.

>

> Sincerely one of many Buckeye Nation fans,

>

> Michael Pappas

[REDACTED]

**From:** smith.5407@osu.edu  
**Sent:** Wednesday, August 01, 2018 10:37 AM  
**To:** Kyle Rowland  
**Subject:** Re: Zach Smith

Thanks Zach, I am not commenting on this personnel issue. The employee has been terminated.  
Thanks gene

Sent from my iPhone

On Aug 1, 2018, at 10:34 AM, Kyle Rowland <[krowland@theblade.com](mailto:krowland@theblade.com)> wrote:

Hi Gene,

I have a question in light of the new Brett McMurphy report. When Kevin Wilson was hired, Urban and yourself did a thorough vetting process and decided that there were no serious risks in hiring him.

Were you made aware of Zach Smith's 2009 arrest during his time at Florida when he was hired in 2012? If so, what was the decision-making process in hiring him? And did Urban ever discuss the 2015 incident with you?

Thanks.

-Kyle

On Mon, Jul 23, 2018 at 10:07 AM Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:  
Jerry will connect with you

Sent from my iPad

> On Jul 23, 2018, at 9:53 AM, Kyle Rowland <[krowland@theblade.com](mailto:krowland@theblade.com)> wrote:

>

> Hi Gene -- Kyle Rowland from The Blade. Hope all is well.

>

> Is it possible to ask you a few questions regarding the Zach Smith case? You can reach me at 419-343-3299.

>

> Thanks.

>

> -Kyle

>

>

**From:** smith.5407@osu.edu  
**Sent:** Friday, July 20, 2018 5:59 AM  
**To:** Mullins, Krissy  
**Cc:** Smith, Zachary  
**Subject:** Re: Public Records Request

Thx

Sent from my iPad

On Jul 20, 2018, at 5:55 AM, Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)> wrote:

Hi Gene.

Zach's file contains:

- HR forms (Ethics Law acknowledgment; Weather or Short Term Closing Position Designation; one FB bonus letter)
- Merit Increase Letters (2017, 2016, 2015, 2014, 2013)
- Performance Reviews (2017, 2016, 2015, 2014, 2013)
- Contracts (2012, 2013, 2014, 2015, 2016, 2017)

Thank you,  
Krissy

---

**From:** Smith, Eugene  
**Sent:** Friday, July 20, 2018 7:31 AM  
**To:** Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>  
**Cc:** Smith, Zachary <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**Subject:** Re: Public Records Request

What is in the file? Gene

Sent from my iPad

On Jul 20, 2018, at 5:14 AM, Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)> wrote:

Zach,  
I wanted to let you know that we have received a public records request for your personnel file. This information will be released later today.

If you have any questions, please let me know.

Thank you,

**KRISSY MULLINS** 

Associate AD/HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675  
F 614.292.0199  
[mullins.180@osu.edu](mailto:mullins.180@osu.edu)  
[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** Rory Nicol  
**Sent:** Thursday, August 02, 2018 10:44 PM  
**To:** Nicol, Amy M.  
**Subject:** Re: Fwd: phone records

We need to speak with her via phone together.

[Sent from Yahoo Mail for iPhone](#)

On Thursday, August 2, 2018, 10:00 PM, Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "Mullins, Krissy" <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>  
**Date:** August 2, 2018 at 11:49:27 AM EDT  
**To:** "Nicol, Amy M." <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>  
**Subject:** phone records

Thanks for speaking with me when I instructed you not to delete any texts or emails from your phone that have anything to do with Zach Smith or Courtney Smith. This would include texts or emails to/from Zach or Courtney as well as texts or emails with other people that relate to Zach or Courtney. As we discussed verbally, we request that you not destroy or dispose of any information that might at all relate to any of these issues. That includes not deleting records and not deleting anything on your social media accounts. It's in both your interest and the University's that we maintain the integrity of any relevant records, including the social media content. Any attempt to alter or delete anything would, in itself, violate university policy. Please preserve all documents, emails, voicemails, social media messages, images, and videos in their entirety until further notice. I will follow-up with you to ask that you formally certify compliance with this request.

Second, we want to remind you that retaliation is strictly prohibited by both the law and university policy. Retaliation includes anything that involves taking action against an employee in order to "get back at them" for reporting or voicing their concerns about any of these issues. Please do not take any steps that any of your colleagues or associates might construe as retaliatory.

And, while you may absolutely seek advice of your own personal legal counsel, we request that you otherwise keep this investigation confidential. You may also bring a support person to any future meetings or interviews regarding these issues.

Finally, we do understand that investigations of this kind can be very difficult. I want to let you know that you can come to me at any time with any questions about the process and that as this

moves along we will of course be giving you an opportunity to provide us with information. I also want to remind you that at all times you also have access to our Employee Assistance Program (EAP). I encourage you to call and make use of this confidential resource as you think appropriate.

Thank you,

**KRISSY MULLINS** (614) 292-9675

Associate AD/HR Director | Ohio State Athletics & Business Advancement

Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T [614.292.9675](tel:614.292.9675)

F [614.292.0199](tel:614.292.0199)

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.



**From:** Sabau, Diana  
**Sent:** Thursday, July 26, 2018 11:24 PM  
**To:** Nicol, Amy M.  
**Subject:** Re: UM Records Request

Thank you.

DIANA SABAU  
Senior Associate Athletics Director  
Strategic Communications & External Relations | Ohio State Athletics  
Fawcett Center 10th floor | 2400 Olentangy River Rd. | Columbus, OH 43210

T 614.688.0664

C [REDACTED]

F 614.688.5520

[sabau.2@osu.edu](mailto:sabau.2@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE

Sent from my iPad

On Jul 26, 2018, at 3:34 PM, Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)> wrote:

There are no emails to and/or from Zach Smith in Coach Meyer's .914 or ath email accounts. Any emails from 2015 pertain to conversations regarding recruiting, player issues (weight room/academics) and then a meeting with Dr. Davidson. Volt has copies of all of those.

Let me know if you need anything further.

Thank you

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

**From:** Twitter  
**Sent:** Sunday, August 05, 2018 7:00 AM  
**To:** Nicol, Amy M.  
**Subject:** The Lantern Tweeted: After a day of silence, both Urban Meyer and Za...



## Your Highlights



**The Lantern**



@TheLantern

After a day of silence, both Urban Meyer and Zach Smith each spoke out about the investigation Friday.

### Football: Zach Smith, Urban Meyer break Ohio State's silence

The month of August was supposed to begin for the Ohio State football program like many Aug... [more](#)

[thelantern.com](http://thelantern.com)



**Robert Landers**

@roblanders96

A little something to put a smile on faces before camp starts tomorrow...



52

840

4.4K



**SportsCenter**   
@SportsCenter

Happy birthday @notthefakeSVP! We hope you get to join the party tonight.



29

350

3.6K



**Scoonie Penn**   
@Scooniep12

Love the color scheme @ZachFleer270 I know it was your wife's idea. Happy for you guys [twitter.com/SportsPicsOhio...](https://twitter.com/SportsPicsOhio)

1

6

75

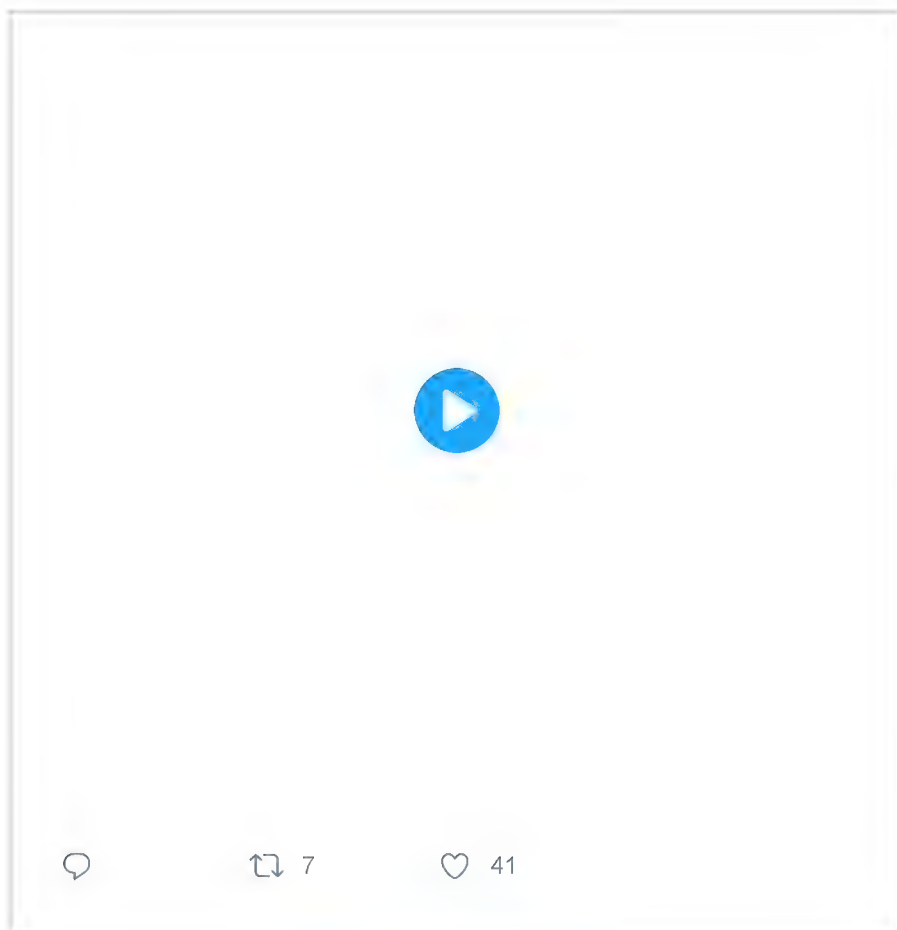
**For The Win**  
FTW!   
@ForTheWin

Charles Barkley says LeBron joined the Lakers to be a 'big Hollywood mogul'



**Sporting Columbus**  
@SportingCol

SC 2008's playing some 5 vs. 2 with legendary  
[@ColumbusCrewSC](#) & [@ussoccer\\_mnt](#) player  
[@FrankieHejduk2](#)



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We sent this email to @AmyHalpin. [Unsubscribe](#)

Twitter, Inc. 1355 Market Street, Suite 900  
San Francisco, CA 94103

**Sent:** Monday, January 01, 2001 1:00 AM  
**To:** Voltolini, Brian  
**Attachments:** Fwd: Keep Zach Smith off social media.msg

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

**From:** Meyer, Urban F.  
**Sent:** Monday, April 25, 2016 12:45 PM  
**To:** ath-meyeru  
**Subject:** Fwd: Keep Zach Smith off social media

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>

**Date:** April 25, 2016 at 12:26:06 PM EDT  
**To:** "Meyer, Urban F." <[meyer.914@osu.edu](mailto:meyer.914@osu.edu)>  
**Subject: FW: Keep Zach Smith off social media**

---

**From:** Athletic Director  
**Sent:** Monday, April 25, 2016 12:26 PM  
**To:** Smith, Eugene; Jarmond, Martin  
**Subject:** FW: Keep Zach Smith off social media

**From:** Bryan Sines [<mailto:sinesbryan@gmail.com>]  
**Sent:** Friday, April 22, 2016 7:57 AM  
**To:** Athletic Director  
**Subject:** Keep Zach Smith off social media

Bucks fan here & this coach acts like an 18 yr old. Multiple rants over the years that are just embarrassing.

**From:** Twitter  
**Sent:** Thursday, July 19, 2018 7:14 AM  
**To:** Nicol, Amy M.  
**Subject:** Nippy P Tweeted: Outstanding!!!!



## Your Highlights

 **Nippy P**  
@basenippy

Outstanding!!!! [twitter.com/bwhseaglestron](https://twitter.com/bwhseaglestron)



↻ 3

♡ 3

 **Kyle Rowland**  
@KyleRowland

I love every word of this. [twitter.com/DanVolken/stat](https://twitter.com/DanVolken/stat)



↻ 1

♡ 1

 **Lantern Sports**  
@LanternSports

Ohio State coach Zach Smith is set to appear in court on Wednesday about an arrest for criminal trespassing in May.

**Football: Ohio State assistant coach Zach Smith arrested for criminal trespassing**

Ohio State wide receivers coach Zach Smith will appear in court on Wednesday after he was arr... [more](#)

thelantern.com





↻ 3



1



**Entertainment Tonight**

@etnow

Becoming a royal has taken some adjustment for Meghan Markle.

### How Meghan Markle Has Been Questioning Certain Royal Rules

Becoming a royal has taken some adjustment for Meghan Markle.

etonline.com



2



6



**Fox News**

@FoxNews

Fallen officer's handcuffs placed on suspect. [fxn.ws/2msC1es](https://fxn.ws/2msC1es)



15



27



90

Great night with some of our guys!! Coming together as a T.E.A.M. Is a Journey- this is a part of it!! #2018journey



↻ 1

♥ 25

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Twitter, Inc. 1355 Market Street, Suite 900 San Francisco, CA 94103

**From:** Nicol, Amy M.  
**Sent:** Thursday, July 26, 2018 2:31 PM  
**To:** Voltolini, Brian  
**Attachments:** Fwd: Keep Zach Smith off social media.msg, Re: Request for a Conversation.msg, Fwd: Request for a Conversation.msg, Re: Corey Smith update.msg, Fwd: Schedule for Sunday-Zach Smith.msg, Fwd: Request for a Conversation.msg

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

**From:** Meyer, Urban F.  
**Sent:** Monday, April 25, 2016 12:45 PM  
**To:** ath-meyeru  
**Subject:** Fwd: Keep Zach Smith off social media

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>

**Date:** April 25, 2016 at 12:26:06 PM EDT  
**To:** "Meyer, Urban F." <[meyer.914@osu.edu](mailto:meyer.914@osu.edu)>  
**Subject:** FW: Keep Zach Smith off social media

---

**From:** Athletic Director  
**Sent:** Monday, April 25, 2016 12:26 PM  
**To:** Smith, Eugene; Jarmond, Martin  
**Subject:** FW: Keep Zach Smith off social media

**From:** Bryan Sines [<mailto:sinesbryan@gmail.com>]  
**Sent:** Friday, April 22, 2016 7:57 AM  
**To:** Athletic Director  
**Subject:** Keep Zach Smith off social media

Bucks fan here & this coach acts like an 18 yr old. Multiple rants over the years that are just embarrassing.

**From:** Meyer, Urban F.  
**Sent:** Friday, March 18, 2016 1:55 PM  
**To:** ath-meyeru  
**Subject:** Fwd: Request for a Conversation

**From:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Date:** March 18, 2016 at 1:46:42 PM EDT  
**To:** "Meyer, Urban F." <[meyer.914@osu.edu](mailto:meyer.914@osu.edu)>  
**Subject:** Fwd: Request for a Conversation

**From:** "Davidson, John" <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)>

**Date:** March 18, 2016 at 1:32:49 PM EDT  
**To:** "Smith, Zachary" <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**Cc:** "Smith, Eugene" <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)>  
**Subject:** RE: Request for a Conversation

Knocked on your door at 1, got the message at 1:05. Waited until 1:20, then had to meet other obligations. Disappointed that this seems to be so difficult to arrange. As I said, I'll find other avenues.

Jd

---

**From:** Smith, Zachary  
**Sent:** Friday, March 18, 2016 12:40 PM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

Stuck in traffic so maybe like 1:15. Sorry for the inconvenience!!

Sent from my iPhone

On Mar 18, 2016, at 11:15 AM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Great! See you there. jd

---

**From:** Smith, Zachary  
**Sent:** Friday, March 18, 2016 11:08 AM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

I will be there - sorry I put it in my calendar and never sent my response!

Sent from my iPhone

On Mar 17, 2016, at 2:38 PM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

This is to verify that I'm expecting to meet with you at the WHAC Friday (tomorrow) at 1. It seems that letting this go until any later in the semester is

counter-productive, so if for some reason our meeting doesn't happen, I'll have to find some other way to start moving things forward.

Best,

John E. Davidson  
Professor, Germanic L&L  
OSU Faculty Athletics Representative

---

**From:** Davidson, John  
**Sent:** Tuesday, March 15, 2016 12:31 PM  
**To:** Smith, Zachary  
**Subject:** RE: Request for a Conversation

1 pm on Friday at the WHAC still works for me. See you then. jd

---

**From:** Smith, Zachary  
**Sent:** Tuesday, March 15, 2016 11:33 AM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

I can do Friday after I get my daughter from school at 12. Anytime after that!

Sent from my iPhone

On Mar 14, 2016, at 12:25 PM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Weds late morning or Friday after about 10. Would that work? jd

Sent from my LG G3, an AT&T 4G LTE smartphone

----- Original message-----

**From:** Smith, Zachary  
**Date:** Mon, Mar 14, 2016 11:25 AM  
**To:** Davidson, John;  
**Subject:** Re: Request for a Conversation

Sorry just getting back to you - this week works, any preference?

Sent from my iPhone

On Mar 3, 2016, at 9:07 PM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

I know it's busy next week: what about sometime during the spring break? I'm mostly in town.

Thanks, jd

---

**From:** Smith, Zachary  
**Sent:** Thursday, March 3, 2016 7:37 PM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation



I apologize I am just seeing this - let me know if you have another window that we can make work!!

Sent from my iPhone

On Feb 29, 2016, at 7:39 AM, Davidson, John  
<[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Thanks for the quick reply! I'd like to pull Brett Wohlers into the conversation, since he knows the exact circumstances of current students better than I do. I could meet just before or after Coach Marotti's APT session on Wed (so, around 12:30 or 1:30) – I know that he sometimes stays around to meet with people after that meeting. Would that work? I will also be at the NCAA survey session at 10:30 on Weds. and could meet after that (ca. 11). Please let me know what fits. Thanks again, jd

**From:** Smith, Zachary  
**Sent:** Sunday, February 28, 2016 3:18 PM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

Absolutely I would love to get together - let me know when you're available!

Sent from my iPhone

On Feb 28, 2016, at 1:59 PM,  
Davidson, John  
<[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Coach Smith,

Having been working in the capacity of the Faculty Athletics Rep for a couple football seasons now, one of the things that I've noticed is that players from your position group seem to come up pretty frequently (relatively speaking) in contexts concerning



academics (end of semester reviews, recovery plans, COAM, etc.). I

wanted to get in touch to set up a discussion about this and to see if there were ways that I could be useful in this regard.

Looking forward to speaking with you soon,

John E. Davidson, FAR  
Professor of German &  
Film Studies

Office (001-614) 292-7491

Mobile [REDACTED]

[REDACTED]  
FAX (001-614) 292-8510

**From:** Nicol, Amy M.  
**Sent:** Thursday, July 26, 2018 2:34 PM  
**To:** Sabau, Diana  
**Subject:** UM Records Request

There are no emails to and/or from Zach Smith in Coach Meyer's .914 or ath email accounts. Any emails from 2015 pertain to conversations regarding recruiting, player issues (weight room/academics) and then a meeting with Dr. Davidson. Volt has copies of all of those.

Let me know if you need anything further.

Thank you

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620|(F) 614-292-6592

**From:** Nicol, Amy M.  
**Sent:** Tuesday, June 26, 2018 12:37 PM  
**To:** Greiner, Katie  
**Subject:** RE: Celebrity Names for Nametags

Nah

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

**From:** Greiner, Katie  
**Sent:** Tuesday, June 26, 2018 1:36 PM  
**To:** Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>  
**Subject:** RE: Celebrity Names for Nametags

Do you want their affiliation or title?

☺ KPG

**KATIE GREINER**

Football Administration | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-2531 | (F) 614-292-6592

**From:** Nicol, Amy M.  
**Sent:** Tuesday, June 26, 2018 1:06 PM  
**To:** Greiner, Katie <[greiner.92@osu.edu](mailto:greiner.92@osu.edu)>  
**Subject:** Celebrity Names for Nametags

Eric Miscuda

Taver Johnson
Matt Thurin
Ed Terwilliger
Chris Fields
Tim Hinton
Louie Addazio
Denny Hoobler
Alex Grinch
Ryan Conry
Parker Fleming

Jeff Uhlenhake
Trey Holtz
Brian Hartline
Kevin Wilson
Zach Smith
Zach Boren
Skyler Mornhinweg
Justin Zwick
Corey Dennis
Billy Davis
Ryan Day
Nick Sharp
Peter Badovinac

Justin Zwick  
Larry Romanoff

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
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**From:** Nicol, Amy M.  
**Sent:** Monday, June 25, 2018 11:01 AM  
**To:** Kelly, Brian  
**Subject:** UPDATED Assistant Coach Pairings

Ryan Day is now back on the list:

<b>No.</b>	<b>Company / Team Name</b>	<b>Celebrity</b>
<b>1</b>	Cheryls Cookies	Eric Miscuda
<b>2</b>	Cheryls Cookies	
<b>3</b>	Marathon	
<b>4</b>	Roosters	Taver Johnson
<b>5</b>	Roosters	Matt Thurin
<b>6</b>	Midwest Logistics 1	Ed Terwilliger
<b>7</b>	Midwest Logistics 2	Chris Fields
<b>8</b>	McDonalds	Tim Hinton
<b>9</b>	Columbus Sign	Louie Addazio
<b>10</b>	Varsity O	Denny Hoobler
<b>11</b>	M & D Blacktop	Alex Grinch
<b>12</b>	LIDS	Ryan Conry
<b>13</b>	Skybox Packaging	Parker Fleming
<b>14</b>	Cadillac of Dublin	Jeff Uhlenhake
<b>15</b>	Giant Eagle	Trey Holtz
<b>16</b>	Tabloid's Best	Brian Hartline
<b>17</b>	Sugardale Foods	Kevin Wilson
<b>18</b>	Next Generation	Zach Smith
<b>19</b>	Sims Bros	Zach Boren
<b>20</b>	Complete General Construction	Skyler Mornhinweg
<b>21</b>	Complete General Construction	Justin Zwick
<b>22</b>	Roby Company	Corey

		Dennis
23	Germain	Billy Davis
24	AcelWell	Ryan Day
25	Starr Trophy	Nick Sharp
26	Panera	Peter Badovinac
27	OSU	Volt

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Director, Internal Football Operations | The Ohio State University  
 Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
 (P) 614-292-7620|(F) 614-292-6592

**From:** Kelly, Brian  
**Sent:** Monday, June 25, 2018 11:39 AM  
**To:** Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>  
**Subject:** RE: former player outing!

I am assuming the former players are just playing and there are no contests or 1<sup>st</sup> and 2<sup>nd</sup> place awards? Please let me know if you want to add any proximity contests.

**From:** Nicol, Amy M.  
**Sent:** Monday, June 25, 2018 11:30 AM  
**To:** Kelly, Brian  
**Subject:** FW: former player outing!

Below are the pairings for former player side of course

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
 Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
 (P) 614-292-7620|(F) 614-292-6592

**From:** Greiner, Katie  
**Sent:** Monday, June 25, 2018 11:17 AM  
**To:** Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>  
**Subject:** former player outing!

Golfer First	Golfer Last	Foursome
Ike	Kelley	1
Gregory	Lashutka	1
James	Nein	1
<i>Bob</i>	<i>Stock</i>	<i>1</i>
Daniel	Cutillo	2
Michael	Bartoszek	2

Dave	Purdy	2
Steve	Myers	2
Bob	Hyatt	3
Arnie	Jones	3
Barney	Renard	3
<i>Fred</i>	<i>Pagac</i>	<i>3</i>
Howard	Lambert	<i>4</i>
Wes	Meinerding	4
Kevin	Rusnak	4
Bill	Hackkett	4
John	Wooldridge	5
<i>Vince</i>	<i>Workman</i>	5
<i>Beanie</i>	<i>Wells</i>	5
<i>Antonio</i>	<i>Pittman</i>	5
Anthony	Giuliani	6
Mike	Lanese	6
Alan	Balen	6
David	Medich	6
Aaron	Mawhirter	7
Joe	Ramstetter	7
Devlin	McDaniel	7
Russell	Doup	7
Michael	Young	8
<i>Tom</i>	<i>Levenick</i>	<i>8</i>
Andy	Gurd	8
Larry	Molls	8
<i>Jim</i>	<i>Laughlin</i>	
<i>Scott</i>	<i>Burris</i>	

☺ KPG

**KATIE GREINER**

Football Administration | The Ohio State University

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(P) 614-292-2531 | (F) 614-292-6592

**From:** Nicol, Amy M.  
**Sent:** Monday, June 25, 2018 10:43 AM  
**To:** Kelly, Brian  
**Subject:** RE: former player outing!

No contests for former players. Below are the pairings for Assistant Coach outing. A few may change as coaches get recruiting assignments but most are set. Doesn't look like Huntington Bank is golfing now so I have left their celebrity blank.

No.	Company / Team Name	Celebrity
1	Cheryls Cookies	Eric Miscuda
2	Cheryls Cookies	
3	Marathon	
4	Roosters	Taver Johnson
5	Roosters	Matt Thurin
6	Midwest Logistics 1	Ed Terwilliger
7	Midwest Logistics 2	Chris Fields
8	McDonalds	Tim Hinton
9	Columbus Sign	Louie Addazio
10	Varsity O	Denny Hoobler
11	Huntington Bank	
12	M & D Blacktop	Alex Grinch
13	LIDS	Ryan Conry
14	Skybox Packaging	Parker Fleming
15	Cadillac of Dublin	Jeff Uhlenhake
16	Giant Eagle	Trey Holtz
17	Tabloid's Best	Brian Hartline
18	Sugardale Foods	Kevin Wilson
19	Next Generation	Zach



		Smith
20	Sims Bros	Zach Boren
21	Complete General Construction	Larry Romanoff
22	Complete General Construction	Kaleb Borghardt
23	Roby Company	Corey Dennis
24	Germain	Billy Davis
25	AceWell	Justin Zwick
26	Starr Trophy	Nick Sharp
27	Panera	Peter Badovinac
28	OSU	Volt

## AMY NICOL

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---

**From:** Kelly, Brian  
**Sent:** Monday, June 25, 2018 11:39 AM  
**To:** Nicol, Amy M. <nicol.130@osu.edu>  
**Subject:** RE: former player outing!

I am assuming the former players are just playing and there are no contests or 1<sup>st</sup> and 2<sup>nd</sup> place awards? Please let me know if you want to add any proximity contests.

---

**From:** Nicol, Amy M.  
**Sent:** Monday, June 25, 2018 11:30 AM  
**To:** Kelly, Brian  
**Subject:** FW: former player outing!

Below are the pairings for former player side of course

## AMY NICOL

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 Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
 (P) 614-292-7620 | (F) 614-292-6592

**From:** Greiner, Katie  
**Sent:** Monday, June 25, 2018 11:17 AM  
**To:** Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>  
**Subject:** former player outing!

<b>Golfer First</b>	<b>Golfer Last</b>	Foursome
Ike	Kelley	1
Gregory	Lashutka	1
James	Nein	1
<i>Bob</i>	<i>Stock</i>	<i>1</i>
Daniel	Cutillo	2
Michael	Bartoszek	2
Dave	Purdy	2
Steve	Myers	2
Bob	Hyatt	3
Arnie	Jones	3
Barney	Renard	3
<i>Fred</i>	<i>Pagac</i>	<i>3</i>
Howard	Lambert	<i>4</i>
Wes	Meinerding	4
Kevin	Rusnak	4
Bill	Hackett	4
John	Wooldridge	5
<i>Vince</i>	<i>Workman</i>	5
<i>Beanie</i>	<i>Wells</i>	5
<i>Antonio</i>	<i>Pittman</i>	5
Anthony	Giuliani	6
Mike	Lanese	6
Alan	Balen	6
David	Medich	6
Aaron	Mawhirter	7
Joe	Ramstetter	7
Devlin	McDaniel	7
Russell	Doup	7
Michael	Young	8
<i>Tom</i>	<i>Levenick</i>	<i>8</i>
Andy	Gurd	8
Larry	Molls	8
<i>Jim</i>	<i>Laughlin</i>	
<i>Scott</i>	<i>Burris</i>	

☺ KPG

**KATIE GREINER**

Football Administration | The Ohio State University

Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210

(P) 614-292-2531 | (F) 614-292-6592

**From:** Nicol, Amy M.  
**Sent:** Thursday, June 21, 2018 10:57 AM  
**To:** Voltolini, Brian  
**Subject:** RE: new pairings

I think we need to use Justin Zwick. too.

## AMY NICOL

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

---

**From:** Voltolini, Brian  
**Sent:** Wednesday, June 20, 2018 4:23 PM  
**To:** Nicol, Amy M. <nicol.130@osu.edu>  
**Subject:** RE: new pairings

Oh,, ok,,

No.	Company / Team Name	Type of Foursome	Celebrity
1	Cheryls Cookies 1	big 10	Taver Johnson
2	Cheryls Cookies 2	big 10	
3	Marathon	big 10	Kevin Ries
4	Roosters 1	big 10	Matt Thurin
5	Roosters 2	big 10	Eric Miscuda
6	Midwest Logistics	big 10	Ed Terwilliger
7	Midwest Logistics	big 10	Chris Fields
8	McDonalds	big 10	Tim Hinton
9	Columbus Sign	All American	
10	Varsity O	big 10	Denny Hoobler
11	Huntington Bank		Skyler Mornhinweg
12	M & D Blacktop	Heisman	Alex Grinch
13	LIDS	big 10	Ryan Conry
14	Skybox Packaging	big 10	Parker Fleming
15	Cadillac of Dublin	All American	Jeff Uhlenhake
16	Giant Eagle		Trey Holtz
17	Tabloid's Best	big 10	Billy Davis
18	Sugardale Foods	All American	Kevin Wilson
19	Next Generation	All American	Peter Badovinac
20	Sims Bros	All American	Zach Boren
21	Complete General Construction	All American	Tony Alford
22	Complete General Construction	big 10	Kaleb Borghardt
23	Roby Company	big 10	Corey Dennis
24	Germain	big 10	Brian Hartline
25	OPOC	big 10	Ryan Day

26	Starr Trophy	big 10	Kevin Nerl
27	OSU		Volt
28	Panera	big 10	Zach Smith

**From:** Nicol, Amy M.

**Sent:** Wednesday, June 20, 2018 4:18 PM

**To:** Voltolini, Brian <[voltolini.5@osu.edu](mailto:voltolini.5@osu.edu)>

**Subject:** RE: new pairings

I would move Taver – Huntington may not even show up and then we are wasting an assistant coach.

## AMY NICOL

Director, Internal Football Operations | The Ohio State University

Woody Hayes Athletic Center | 535 Irving Schottstein Drive | Columbus, OH 43210

(P) 614-292-7620|(F) 614-292-6592

**From:** Voltolini, Brian

**Sent:** Wednesday, June 20, 2018 4:16 PM

**To:** Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>

**Subject:** new pairings

No.	Company / Team Name	Type of Foursome	Celebrity
1	Cheryls Cookies 1	big 10	Skyler Mornhinweg
2	Cheryls Cookies 2	big 10	
3	Marathon	big 10	Kevin Ries
4	Roosters 1	big 10	Matt Thurin
5	Roosters 2	big 10	Eric Miscuda
6	Midwest Logistics	big 10	Ed Terwilliger
7	Midwest Logistics	big 10	Chris Fields
8	McDonalds	big 10	Tim Hinton
9	Columbus Sign	All American	
10	Varsity O	big 10	Denny Hoobler
11	Huntington Bank		Taver Johnson
12	M & D Blacktop	Heisman	Alex Grinch
13	LIDS	big 10	Ryan Conry
14	Skybox Packaging	big 10	Parker Fleming
15	Cadillac of Dublin	All American	Jeff Uhlenhake
16	Giant Eagle		Trey Holtz
17	Tabloid's Best	big 10	Billy Davis
18	Sugardale Foods	All American	Kevin Wilson
19	Next Generation	All American	Peter Badovinac
20	Sims Bros	All American	Zach Boren

21	Complete General Construction	All American	Tony Alford
22	Complete General Construction	big 10	Kaleb Borghardt
23	Roby Company	big 10	Corey Dennis
24	Germain	big 10	Brian Hartline
25	OPOC	big 10	Ryan Day
26	Starr Trophy	big 10	Kevin Nerl
27	OSU		Volt
28	Panera	big 10	Zach Smith

**From:** Nicol, Amy M.  
**Sent:** Wednesday, June 20, 2018 3:17 PM  
**To:** Voltolini, Brian  
**Subject:** RE: new pairings

I would move Taver – Huntington may not even show up and then we are wasting an assistant coach.

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

**From:** Voltolini, Brian  
**Sent:** Wednesday, June 20, 2018 4:16 PM  
**To:** Nicol, Amy M. <nicol.130@osu.edu>  
**Subject:** new pairings

No.	Company / Team Name	Type of Foursome	Celebrity
1	Cheryls Cookies 1	big 10	Skyler Mornhinweg
2	Cheryls Cookies 2	big 10	
3	Marathon	big 10	Kevin Ries
4	Roosters 1	big 10	Matt Thurin
5	Roosters 2	big 10	Eric Miscuda
6	Midwest Logistics	big 10	Ed Terwilliger
7	Midwest Logistics	big 10	Chris Fields
8	McDonalds	big 10	Tim Hinton
9	Columbus Sign	All American	
10	Varsity O	big 10	Denny Hoobler
11	Huntington Bank		Taver Johnson
12	M & D Blacktop	Heisman	Alex Grinch
13	LIDS	big 10	Ryan Conry
14	Skybox Packaging	big 10	Parker Fleming
15	Cadillac of Dublin	All American	Jeff Uhlenhake
16	Giant Eagle		Trey Holtz
17	Tabloid's Best	big 10	Billy Davis
18	Sugardale Foods	All American	Kevin Wilson
19	Next Generation	All American	Peter Badovinac
20	Sims Bros	All American	Zach Boren
21	Complete General Construction	All American	Tony Alford
22	Complete General Construction	big 10	Kaleb Borghardt
23	Roby Company	big 10	Corey Dennis
24	Germain	big 10	Brian Hartline
25	OPOC	big 10	Ryan Day
26	Starr Trophy	big 10	Kevin Nerl
27	OSU		Volt

28	Panera	big 10	Zach Smith
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**From:** Nicol, Amy M.  
**Sent:** Monday, June 18, 2018 9:58 AM  
**To:** Voltolini, Brian  
**Subject:** Potential Celebrity Foursomes

No.	Company / Team Name	Type of Foursome	Celebrity
1	Cheryls Cookies 1	big 10	
2	Cheryls Cookies 2	big 10	
3	Marathon	big 10	Zach Boren
4	Roosters 1	big 10	Hartline
5	Roosters 2	big 10	Smith
6	Midwest Logistics	big 10	Skyler
7	Midwest Logistics	big 10	Chris Fields
8	McDonalds	big 10	Addazio
9	Columbus Sign	All American	Alford
10	Varsity O	big 10	Denny Hoobler
11	Huntington Bank		Miscuda
12	M & D Blacktop	Heisman	Bosa
13	LIDS	big 10	Conry
14	Skybox Packaging	big 10	Parker
15	Cadillac of Dublin	All American	Taver Johnson
16	Redbull		Weston
17	Tabloid's Best	big 10	Hinton
18	Sugardale Foods	All American	Wilson
19	Next Generation	All American	Stud
20	Sims Bros	All American	Schiano
21	Complete General Construction	All American	Day
22	Complete General Construction	big 10	Davis
23	Roby Company	big 10	Boren
24	Germain	big 10	Trey Holtz
25	OPOC	big 10	Dennis
26	Starr Trophy	big 10	Bishop

27	OSU		Volt
28	Panera	big 10	Pantoni

**AMY NICOL**

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

**Sent:** Friday, August 03, 2018 2:51 PM  
**Attachments:** Smith, Zach file part 1.pdf, Smith, Zach file part 2.pdf, Smith, Zach file part 3.pdf

**KRISSY MULLINS** 

Associate AD/HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675

F 614.292.0199

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**  
(one-year term: 2015 - 2016)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

**1.0 Employment**

1.1 Subject to the terms and conditions of this Assistant Football Coach Employment Agreement ("Agreement"), Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this Agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

**2.0 Term**

2.1 This Agreement is for a fixed-term appointment commencing on May 1, 2015 and terminating, without further notice to Coach, on April 30, 2016.

2.2. This Agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This Agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this Agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this Agreement, Ohio State shall pay Coach:

- a) Base salary, minus applicable withholdings and payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of two hundred twenty thousand dollars (\$220,000) for the term May 1, 2015 to April 30, 2016 ("Base Salary");
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.

- c) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- e) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs, Ohio State shall pay Coach supplemental compensation in an amount equal to 21.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;
- f) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.2 (e) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to 25.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and
- g) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

**3.3** All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept

hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests" of Ohio State as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this Agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this Agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this Agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.

(51%) of his time during the term of this Agreement to coaching (and preparing to coach) the Team;

- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and
- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, University Rules and Governing Athletic Rules; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

**4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this Agreement, that would otherwise**

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<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.



detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Coach also recognizes that Coach is covered by Ohio Ethics Law for public officials and state employees and represents that Coach has received a copy of this legislation from Ohio State and has completed and returned the form acknowledging receipt of such legislation prior to or commensurate with Coach's first day of employment. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the Agreement.

**4.3 Media, Promotions and Public Relations.** Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not

prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this Agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this Agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's or an agreement which would not be in Ohio State's best interest, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

**4.5** Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this Agreement is in effect. Coach agrees to provide the Head Coach and Director with notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Except as provided in Section 5.3 hereof, Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this Agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs, certain promotional opportunities, endorsements (if permissible under state law and University Rules) and any other agreement or arrangement in which Coach provides services in exchange for compensation or benefits to Coach or his family, including but not limited to, outside consulting agreements set forth in Section 4.4 hereof. Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care in an effort to assure that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this Agreement, University Rules will govern.

## **5.0 Termination**

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this Agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or
- c) A breach of contract terms, as determined by the Director, or a violation by Coach of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or
- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this Agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or

- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or
- j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or
- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic

staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this Agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this Agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this Agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this Agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this Agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this Agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation

or benefits under this Agreement which have not been earned as of the date of termination (Coach is not deemed to have earned bonuses and supplemental compensation which Coach must repay to Ohio State in accordance with Section 5.7 hereof). In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2 If Ohio State chooses not to renew this Agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this Agreement, then this Agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This Agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.

If, at any time during the term of this Agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. Ohio State also has the right to terminate Coach's employment without cause at any time during the term of this Agreement. If Ohio State chooses to terminate Coach's employment in such a circumstance, or if Ohio State chooses to terminate Coach's employment without cause, Ohio State shall pay to Coach, as liquidated damages and not compensation, his then-current Base Salary in substantially equal monthly installments until the end of the term of this Agreement. Coach shall not be entitled to any further compensation or benefits under this Agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain other employment as soon as practicable following Coach Meyer's separation from Ohio State as Head Coach or following Coach's termination without cause. If Coach is employed elsewhere post-termination, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such position (except not including the employee benefits costs associated with such position)). Coach shall not be entitled to any further compensation or benefits under this Agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its



trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this Agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this Agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

**5.3. Termination by Coach.** If Coach terminates this Agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this Agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and



- d) If Coach accepts employment or performs services in a coaching position (with the exception of a head coaching position) for an NCAA Division 1 school in the Big Ten Conference, Big 12 Conference, Pac-12 Conference, Atlantic Coast Conference (ACC), Southeastern Conference (SEC) or the University of Notre Dame du Lac (Notre Dame) or Brigham Young University or in a coaching position (with the exception of a head coaching position) for a professional football team at any time up to twelve (12) months after Coach resigns from Ohio State, Ohio State shall require Coach to pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment. Notwithstanding the above, Coach's obligation to pay liquidated damages shall not apply in the event Coach resigns after December 1, 2015; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this Agreement.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this Agreement, this Agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

**5.7      Recovery of Bonus and Supplemental Compensation.** In the event this Agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA.

## **6.0      Board of Trustees**

This Agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this Agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0      Waiver**

No waiver of any default in the performance of this Agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this Agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this Agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this Agreement, Coach shall not be entitled to receive, and Coach hereby waives any claim against Ohio State and its officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this Agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

## **8.0      Severability**

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder of the Agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this Agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This Agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this Agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement; Amendments**

This Agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this Agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

#### **12.0 Background Check**

If Coach is a new employee to Ohio State, Ohio State is required to conduct a background check on Coach pursuant to Office of Human Resources Policy 4.15. Coach's employment is contingent upon Ohio State's verification of credentials and other information required by law and/or Ohio State policies, including but not limited to, a criminal background check.

#### **13.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach

shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210

**14.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or Coach's beneficiary regarding the tax effects of this Agreement. Ohio State encourages Coach and Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this Agreement. This Agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of May 1, 2015.

THE OHIO STATE UNIVERSITY

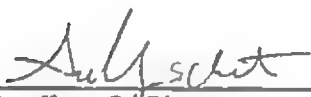
COACH

  
\_\_\_\_\_  
Eugene D. Smith  
Vice President and  
Director of Athletics

Date: 9-16-15

  
\_\_\_\_\_  
Zachary Smith

Date: 8/1/15

  
\_\_\_\_\_  
Geoffrey S. Chatas  
Senior Vice President  
for Business and Finance and CFO

Date: 9/11/15

## **ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**

(one-year term: 2014 - 2015)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

### **1.0 Employment**

1.1 Subject to the terms and conditions of this agreement, Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

### **2.0 Term**

2.1 This agreement is for a fixed-term appointment commencing on May 1, 2014 and terminating, without further notice to Coach, on April 30, 2015.

2.2. This agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this agreement, Ohio State shall provide Coach:

- a) Base salary, payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of One Hundred Seventy Thousand Thirty Five Dollars (\$170,035) for the term May 1, 2014 to April 30, 2015;
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to one half of one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.

- c) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate, Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one-half of one month's base salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- e) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs,, Ohio State shall pay Coach supplemental compensation in an amount equal to two and a half month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;
- f) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.2 (d) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to three month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and
- g) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

**3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a**

"representative of the athletic interests of the University" as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this agreement to coaching (and preparing to coach) the Team;

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.



- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and
- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable policies, rules and regulations of Ohio State, and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, policies, rules and regulations; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, policies, rules or regulations. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with

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<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

Ohio State's staff Conflicts of Interest policy. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the agreement.

**4.3 Media, Promotions and Public Relations.** Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

**4.5** Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this agreement, without the prior written approval of the Director.

**4.6** Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs and endorsements (if permissible under state law and University Rules). Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which

impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this agreement, University Rules will govern.

## **5.0 Termination**

5.1 **Termination by Ohio State for Cause** – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this agreement for cause, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) **Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or**
- b) **A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or**
- c) **A breach of contract terms, as determined by the Director, or a violation of a criminal statute or regulation (excluding minor traffic violations); or**
- d) **A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or**
- e) **Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this agreement, as determined by Ohio State; or**
- f) **Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or**
- g) **Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**
- h) **Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or**

**inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**

- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or**
- j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or**
- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or**
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or**
- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or**
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this agreement and by NCAA rules or to**

report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this agreement, as determined by Ohio State; or

- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.**

**It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.**

**As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.**

**5.1.1 Notice. If Ohio State terminates this agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this agreement and the intended effective date of termination.**

**5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation or benefits under this agreement. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.**

**5.2 If Ohio State chooses not to renew this agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this agreement, then this agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.**

If, at any time during the term of this agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. If the University chooses to terminate Coach's employment in such a circumstance, University shall pay to Coach, as liquidated damages and not compensation, his then-current base salary in substantially equal monthly installments until the end of the term of this agreement. Coach shall not be entitled to any further compensation or benefits under this agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain a comparable employment position as soon as practicable following Coach Meyer's separation from the University as Head Coach. If Coach is employed elsewhere post-termination in a comparable employment position, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such comparable position (except not including the employee benefits costs associated with such comparable position)). Coach shall not be entitled to any further compensation or benefits under this agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio



State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

**5.3. Termination by Coach.** If Coach terminates this agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and
- d) If Coach accepts employment or performs services in a coaching position for another NCAA Division 1 school or for a professional football team or as a media commentator with a national broadcast or cable company at any time up to twelve (12) months after Coach resigns from Ohio State, Coach shall pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this agreement.

**5.4 Records and Information.** All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information,

films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

**5.5 Death or Disability.** Notwithstanding any other provisions of this agreement, this agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

**5.6 Interference with Athletes.** In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

**5.7 Recovery of Bonus and Supplemental Compensation.** In the event this agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the actions of Coach, as determined by Ohio State or the NCAA.

## **6.0 Board of Trustees**

This agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0 Waiver**

No waiver of any default in the performance of this agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

#### **8.0 Severability**

If any provision of this agreement is determined to be invalid or unenforceable, the remainder of the agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement: Amendments**

This agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

#### **12.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210

**13.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or his Coach's beneficiary regarding the tax effects of this agreement. Ohio State encourages Coach and his Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this agreement. This agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of May 1, 2014.

THE OHIO STATE UNIVERSITY

COACH

  
\_\_\_\_\_  
Eugene D. Smith  
Associate Vice President and  
Director of Athletics

  
\_\_\_\_\_  
Zachary Smith

Date: 8-12-14

Date: 8/4/14



**Geoffrey S. Chalas**  
**Senior Vice President**  
**for Business and Finance and CFO**

**Date:** 8.25.14

## **ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**

(one-year term: 2013 - 2014)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

### **1.0 Employment**

1.1 Subject to the terms and conditions of this agreement, Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

### **2.0 Term**

2.1 This agreement is for a fixed-term appointment commencing on May 1, 2013 and terminating, without further notice to Coach, on April 30, 2014.

2.2. This agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this agreement, Ohio State shall provide Coach:

- a) Base salary, payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of One Hundred Fifty Five Thousand Dollars (\$155,000) for the term May 1, 2013 to April 30, 2014;
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team is awarded the title of Big Ten<sup>1</sup> Division Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition;
- b) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to one half of one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which Ohio State may be a member.

- c) If the Team participates in a post-season, non-BCS bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate, Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;
- d) If the Team participates in a BCS Bowl game or the BCS National Championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to two month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the National Championship game; and
- e) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests of the University" as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.



3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this agreement to coaching (and preparing to coach) the Team;
- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services, and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate

representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and

- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable policies, rules and regulations of Ohio State, and Governing Athletic Rules, including but not limited to, the Big Ten Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, policies, rules and regulations; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, policies, rules or regulations. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the agreement.

4.3 Media, Promotions and Public Relations. Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-

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<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, Internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that

Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

4.5 Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs and endorsements (if permissible under state law and University Rules). Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law). Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually.

Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this agreement, University Rules will govern.

## 5.0 Termination

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a major violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or

- c) A breach of contract terms, as determined by the Director, or a violation of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or
- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or
- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or
- j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or

professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or

- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of

dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation or benefits under this agreement. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2 If Ohio State chooses not to renew this agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this agreement, then this agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.

If, at any time during the term of this agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. If the University chooses to terminate Coach's employment in such a circumstance, University shall pay to Coach, as liquidated damages and not compensation, his then-current base salary in substantially equal monthly installments until the end of the term of this agreement. Coach shall not be entitled to any further compensation or benefits under this agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain a comparable employment position as soon as practicable following Coach Meyer's separation from the University as Head Coach. If Coach is employed elsewhere post-termination in a comparable employment position, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by



Coach's total compensation (from all sources directly related to such comparable position (except not including the employee benefits costs associated with such comparable position)). Coach shall not be entitled to any further compensation or benefits under this agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

5.3. Termination by Coach. If Coach terminates this agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and
- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and
- d) If Coach accepts employment or performs services in a coaching position for another NCAA Division 1 school or for a professional football team or as a media commentator with a national broadcast or cable company at any time up to twelve (12) months after Coach resigns from Ohio State, Coach shall pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this agreement.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this agreement, this agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code")) or is

otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

5.7 Recovery of Bonus and Supplemental Compensation. In the event this agreement is terminated, Coach shall repay to Ohio State all bonus and supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the actions of Coach, as determined by Ohio State or the NCAA.

#### 6.0 Board of Trustees

This agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

#### 7.0 Waiver

No waiver of any default in the performance of this agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this agreement for cause, without

cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

**8.0 Severability**

If any provision of this agreement is determined to be invalid or unenforceable, the remainder of the agreement shall not be affected and shall remain in effect.

**9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this agreement without the consent of the other party, which shall not be unreasonably withheld.

**10.0 Governing Law and Jurisdiction**

This agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this agreement must be brought in a court of competent jurisdiction in the State of Ohio.

**11.0 Entire Agreement; Amendments**

This agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

**12.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach

shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210


**13.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or his Coach's beneficiary regarding the tax effects of this agreement. Ohio State encourages Coach and his Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this agreement. This agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.

This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of May 1, 2013.

THE OHIO STATE UNIVERSITY


COACH

  
Eugene D. Smith  
Associate Vice President and  
Director of Athletics

Date: 7-16-13

  
Zachary Smith

Date: 6/1/13

  
Geoffrey S. Chalas  
Senior Vice President  
for Business and Finance and CFO

Date: 7-30-13

**ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**  
(one-year term – 2012 only)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

**1.0 Employment**

1.1 Subject to the terms and conditions of this agreement, Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that he is fully qualified to serve, and is available for employment, in this capacity.

1.2 Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach") and shall be responsible, and shall report directly, to the Head Coach and shall confer with the Head Coach or his designee on all administrative and technical matters.

1.3 The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4 Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5 Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct that reflects adversely on Ohio State or its athletic programs. Coach shall perform his duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics.

**2.0 Term**

2.1 This agreement is for a fixed-term appointment commencing on December 22, 2011 and terminating, without further notice to Coach, on April 30, 2013.

2.2. This agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3 This agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this agreement count in any way toward tenure at Ohio State.

### **3.0 Compensation**

3.1 In consideration of Coach's services and satisfactory performance of this agreement, Ohio State shall provide Coach:

- a) Base salary, payable in substantially equal monthly installments in accordance with normal Ohio State procedures at the rate of One Hundred Fifty Thousand Dollars (\$150,000) for the term December 22, 2011 to April 30, 2013;
- b) Such normal employee benefits as Ohio State provides generally to its administrative and professional staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement; and
- c) Such normal employee benefits as Ohio State's Department of Athletics (the "Department") provides generally to its head coaching staff, subject to the terms and conditions of any applicable employee benefit plan, program, policy or agreement.

### **3.2 Supplemental Compensation**

- a) If the Team wins the Big Ten<sup>1</sup> Leaders Division, Ohio State shall pay Coach supplemental compensation in an amount equal to three month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular season competition;
- b) If the Team is eligible to participate in a post-season bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to one month's salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which the University may be a member.

within 60 days of the conclusion of the Team's last regular season competition; and

- c) Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

3.3 All salary or compensation of Coach for performance of coaching duties shall be paid only by Ohio State, or as expressly approved in writing by the Director. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests of the University" as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month to be applied toward one (1) automobile, while Coach is employed as an assistant coach of the Team. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. These tickets are to be used by Coach at his discretion in a manner consistent with this agreement. Coach shall comply with all Ohio State rules applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, or competition.



3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other payroll taxes.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this agreement, Coach shall:

- a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department of Athletics;
- b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this agreement to coaching (and preparing to coach) the Team;
- c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use his personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules<sup>3</sup>, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not

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<sup>3</sup> "University Rules" shall mean any present and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons; and

- d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules, including but not limited to, the Big 10 Conference and the NCAA; assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, policies, rules and regulations; and immediately report to the Head Coach and the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, policies, rules or regulations. Coach shall cooperate fully with the Department's Office of Compliance Services at all times.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the agreement.

4.3 Media, Promotions and Public Relations. Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, he shall use his best efforts (schedule permitting) to make himself available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

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<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide his services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach receives no compensation, or from appearing in any other media (consistent with this agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this agreement).

**4.4 Apparel, Shoe or Equipment Contracts.** Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE's, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with NCAA rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE,

and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

4.5 Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15th of each year in which this agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in such discussions or negotiations. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration of this agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs and endorsements (if permissible under state law and University Rules). Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs which may discredit or bring undue criticism to Ohio State or which impinge upon any contractual obligations of Ohio State or which, in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law. Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with NCAA rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (i) income from annuities; (ii) non-Ohio State sports camps and clinics; (iii) sports commentary at non-Ohio State athletic events; (iv) country club memberships; and (v) fees for speaking engagements. The approval of such athletically-related income and benefits shall be consistent with University Rules related to outside income and benefits, if any, applicable to all full-time or part-time employees.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or the Johnston Coca-Cola Bottling Group, Inc. d.b.a. Coca-Cola Bottling Company of Ohio/Kentucky. The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to his direct control or authority, and to exercise reasonable care that all personnel and students subject to his direct control or authority comply with such policies. Coach represents and warrants that he has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this agreement, University Rules will govern.

## 5.0 Termination

5.1 Termination by Ohio State for Cause – At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that it is terminating this agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

- a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or
- b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a major violation), as determined by Ohio State, by Coach (or any other person under Coach's supervision and direction, including, but not limited to, student-athletes) of any laws, University Rules or Governing Athletic Rules; or
- c) A breach of contract terms, as determined by the Director, or a violation of a criminal statute or regulation (excluding minor traffic violations); or
- d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or

- e) Fraud or dishonesty of Coach in the performance of his duties or responsibilities under this agreement, as determined by Ohio State; or
- f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or
- g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of his duties hereunder or the performance of his duties during his prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or
- i) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom he should reasonably know to be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or

- k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals as to impair his ability to perform his duties hereunder; or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or
- l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff or student-athletes is prohibited by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or
- m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, Head Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or
- n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.6 of this agreement and by NCAA rules or to report accurately all sources and amounts of all income and benefits as required by NCAA rules and Section 4.7 of this agreement, as determined by Ohio State; or
- o) Commission of or participation in by Coach of any act, situation, or occurrence which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or failure by Coach to conform his personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities.

It is recognized that this sub-section (5.1 a-o) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the

NCAA enforcement procedures if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws.

5.1.1 Notice. If Ohio State terminates this agreement *for cause* under Sections 4.2 or 5.1, it shall give written notice to Coach of its intention to so terminate this agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this agreement is terminated *for cause* under Sections 4.2 or 5.1, Coach shall not be entitled to receive any further compensation or benefits under this agreement. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of his employment.

5.2. If Ohio State chooses not to renew this agreement at the conclusion of its term, Ohio State agrees to give Coach at least two (2) months' notice of such non-renewal. In the event that such notice extends beyond the term of this agreement, then this agreement shall be extended only by notice from the Director or his designee until the conclusion of the notice period. This agreement will terminate at the conclusion of its term or the conclusion of the notice period, whichever is later.

If, at any time during the term of this agreement, Urban F. Meyer is no longer Ohio State's Head Coach, then Ohio State reserves the right to terminate Coach's employment hereunder. If the University chooses to terminate Coach's employment in such a circumstance, University shall pay to Coach, as liquidated damages and not compensation, his then-current base salary in substantially equal monthly installments until the end of the term of this agreement. Coach shall not be entitled to any further compensation or benefits under this agreement. Notwithstanding Ohio State's obligation to pay Coach such liquidated damages, Coach is required to mitigate Ohio State's obligations by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain a comparable employment position as soon as practicable following Coach Meyer's separation from the University as Head Coach. If Coach is employed elsewhere post-termination in a comparable employment position, then Ohio State's obligation to pay Coach as set forth herein shall be reduced by Coach's total compensation (from all sources directly related to such comparable position (except not including the employee benefits costs associated with such comparable position)). Coach shall not be entitled to any further compensation or benefits under this agreement.

This Section 5.2 is subject, however, to the following:

Coach agrees that as a condition of receiving any post-termination benefit as set forth in this Section 5.2, except for earned but unpaid compensation to the date of termination and any legally protected rights



Coach has under any employee benefit plan maintained by Ohio State, Coach must execute a comprehensive release within forty five (45) days of the date of Coach's termination of employment in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require Coach and Coach's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State and its trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached this agreement. This release will include, but not be limited to, any claim that Ohio State violated the Public Health Services Act; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; Title VII of the Civil Rights Act of 1965 (as amended); the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; or any federal, state or local law relating to any matter contemplated by Coach. Upon Coach's termination of employment with Ohio State, Coach will be presented with a release and if Coach fails to execute the release, Coach agrees to forego any payment from Ohio State. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the payments upon termination provided for in this agreement are satisfactory consideration for the release of all possible claims described in the release.

For purposes of this Section 5.2, any reference to Coach's "termination of employment" (or any form thereof) shall mean Coach's "separation from service" within the meaning of Section 409(A) of the 1986, as amended (the "Internal Revenue Code"), and Treasury Regulation Section 1.409A-1(h).

5.3. Termination by Coach. If Coach terminates this agreement:

- a) Coach shall provide Ohio State with written notice of his termination of this agreement; and
- b) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State; and

- c) Ohio State, at its option, may require Coach to coach any post-season game scheduled to be played by the Team later than December 15 of the year of Coach's termination, or, Ohio State at its option may excuse him from coaching in such a game; and
- d) If Coach accepts employment or performs services in a coaching position for another NCAA Division 1 school or for a professional football team or as a media commentator with a national broadcast or cable company at any time up to twelve (12) months after Coach resigns from Ohio State, Coach shall pay Ohio State as liquidated damages and not as a penalty Thirty Thousand Dollars (\$30,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment; and
- e) Coach shall not be entitled to receive any further compensation or benefits under this agreement.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this agreement, this agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code of 1986, as amended (the "Internal Revenue Code"), or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

5.7 Recovery of Bonus and Supplemental Compensation. In the event this agreement is terminated, Coach shall repay to Ohio State all bonus and

supplemental compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Section 3.2, if such achievement is subsequently vacated by Ohio State or the NCAA, if such vacation is due, in whole or in part, to the actions of Coach, as determined by Ohio State or the NCAA.

#### **6.0 Board of Trustees**

This agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

#### **7.0 Waiver**

No waiver of any default in the performance of this agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this agreement for cause, without cause or otherwise, or suspension hereunder, he shall have no right to occupy the position of assistant football coach and that his sole remedies are provided herein and shall not extend to injunctive relief.

#### **8.0 Severability**

If any provision of this agreement is determined to be invalid or unenforceable, the remainder of the agreement shall not be affected and shall remain in effect.

## **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this agreement without the consent of the other party, which shall not be unreasonably withheld.

## **10.0 Governing Law and Jurisdiction**

This agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this agreement must be brought in a court of competent jurisdiction in the State of Ohio.

## **11.0 Entire Agreement; Amendments**

This agreement constitutes the entire agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties, except as expressly permitted in Section 5.2 hereof.

## **12.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Rd.  
Columbus, Ohio 43210

Unless hereinafter changed by written notice to Ohio State any notice to Coach shall be hand-delivered to Coach, mailed to his home address on file or mailed to the following address:

Zachary Smith  
Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, OH 43210


## **13.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or his Coach's beneficiary regarding the tax effects of this agreement. Ohio State encourages Coach and his Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this agreement. This agreement is intended to comply with the requirements of Section 409A of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent.


This Employment Agreement is signed by the parties or their duly authorized representative to be effective as of December 22, 2011.

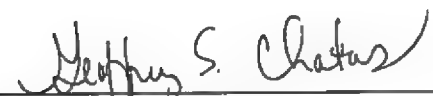
THE OHIO STATE UNIVERSITY

COACH

  
Eugene D. Smith  
Associate Vice President and  
Director of Athletics

Date: 6-10-12

  
Zachary Smith  
Date: 2/28/12

  
Geoffrey S. Chatas  
Senior Vice President  
for Business and Finance and CFO

Date: 6-26-12

**From:** mullins.180@osu.edu  
**Sent:** Saturday, August 04, 2018 8:33 PM  
**To:** Basso, Susan M.  
**Subject:** Re: Really?

Thank you. I needed to hear that. This is very stressful but I know you have been through far worse, so I am glad you are here to help.

Krissy

Sent from my iPhone

On Aug 4, 2018, at 7:09 PM, Basso, Susan M. <[basso.22@osu.edu](mailto:basso.22@osu.edu)> wrote:

Krissy

BTW my cell number is [REDACTED] Feel free to call if you need anything.

I know this is a difficult time. Reassure everyone you WILL get through it!

Susan

On August 4, 2018 at 6:54:55 PM EDT, Basso, Susan M. <[basso.22@osu.edu](mailto:basso.22@osu.edu)> wrote:

Krissy,

Thanks for reaching out. I'm confident we can help. I'll be in on Monday.

Susan

On August 4, 2018 at 11:27:25 AM EDT, Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)> wrote:

Susan,

I have notified Gene of my concern for the staff, and have let him know that I have reached out to OHR for assistance in helping to create an action plan around this topic. He has asked that I loop you in as well, so I am sending you the request that I sent to Kim Shumate this morning. As you can imagine the team is getting bombarded with emails and phone calls from the public and are looking to us for guidance and support. I am hoping that OHR can help me facilitate resources for the team, many who are just caught in the middle.

Thank you,

Krissy

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**From:** Mullins, Krissy  
**Sent:** Saturday, August 04, 2018 9:09 AM  
**To:** Shumate, Kimberly <[shumate.13@osu.edu](mailto:shumate.13@osu.edu)>  
**Subject:** FW: Really?

Good Morning,

I apologize for the weekend email, but I need your help. The Athletics team is being inundated with emails from the public about the situation with the Football program. I am reaching out to you both this morning, to ask if you can help me come up with a plan to provide them support. I am hoping that maybe we can offer counselors on site and any other resources to the employees that are being targeted with these communications even if they have nothing to do with this situation.

I am sending you the below email that was received this morning by several employees, most on this list are from the business office, development team, and fan experience team.

Please let me know what we can offer. This is very stressful for the staff, and I want to make sure that they are taken care of.

Thank you,

Krissy

---

**From:** David Rogers [<mailto:murraykyracers@yahoo.com>]  
**Sent:** Saturday, August 04, 2018 8:23 AM  
**To:** Wallenberg, Dan <[wallenberg.1@osu.edu](mailto:wallenberg.1@osu.edu)>; Emig, Jerry <[emig.2@osu.edu](mailto:emig.2@osu.edu)>; Kuhlman, Kyle J. <[kuhlman.137@osu.edu](mailto:kuhlman.137@osu.edu)>; Morando, Alex <[morando.2@osu.edu](mailto:morando.2@osu.edu)>; Heaton, Kim <[heaton.19@osu.edu](mailto:heaton.19@osu.edu)>; Farris, LaToya <[farris.97@osu.edu](mailto:farris.97@osu.edu)>; Richard, Shaun <[richard.149@osu.edu](mailto:richard.149@osu.edu)>; Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>; Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>; Sabau, Diana <[sabau.2@osu.edu](mailto:sabau.2@osu.edu)>; Penner, Michael <[penner.2@osu.edu](mailto:penner.2@osu.edu)>; Sefner, Heather <[sefner.1@osu.edu](mailto:sefner.1@osu.edu)>; Odierno, Frank <[odierno.5@osu.edu](mailto:odierno.5@osu.edu)>; Schmitt, Alicia M. <[schmitt.262@osu.edu](mailto:schmitt.262@osu.edu)>; Sow, Ndiouga <[sow.3@osu.edu](mailto:sow.3@osu.edu)>; Hanely, Jason <[hanely.2@osu.edu](mailto:hanely.2@osu.edu)>; Odoguardi, Joseph <[odoguardi.1@osu.edu](mailto:odoguardi.1@osu.edu)>; Petit, Gary M. <[petit.38@osu.edu](mailto:petit.38@osu.edu)>; Rybak, Brett

<[rybak.13@osu.edu](mailto:rybak.13@osu.edu)>; Kirchner, Jennifer <[kirchner.29@osu.edu](mailto:kirchner.29@osu.edu)>; Parker, Leann  
<[parker.387@osu.edu](mailto:parker.387@osu.edu)>; Birkemeier, Jordan <[birkemeier.5@osu.edu](mailto:birkemeier.5@osu.edu)>;  
Shingledecker, Katie <[shingledecker.8@osu.edu](mailto:shingledecker.8@osu.edu)>; Murphy, Maura  
<[murphy.1032@osu.edu](mailto:murphy.1032@osu.edu)>; Waite, Ben J. <[waite.51@osu.edu](mailto:waite.51@osu.edu)>; Bunting, Judy  
<[bunting.1@osu.edu](mailto:bunting.1@osu.edu)>; Harris, Raymont <[harris.158@osu.edu](mailto:harris.158@osu.edu)>; Cloran, Dan  
<[cloran.10@osu.edu](mailto:cloran.10@osu.edu)>; Edsinger, Lori <[edsinger.1@osu.edu](mailto:edsinger.1@osu.edu)>; Kindig, Patrick  
<[kindig.3@osu.edu](mailto:kindig.3@osu.edu)>; Jones, Tyler R. <[jones.5104@osu.edu](mailto:jones.5104@osu.edu)>; Clark, Caleb L.  
<[clark.1365@osu.edu](mailto:clark.1365@osu.edu)>

**Subject:** Really?

Couldn't find Gene's email so thought you could share. First, you still have Zach Smith listed as a coach with a phone number. Nice. Second, I am so impressed with the standard reporting process that you have instructed your coaches to use - lie profusely to the public. That always works. Urban is a LIAR and has admitted to it but blamed it on OSU policies. He is not OSU loyal - he is already throwing you under the bus as it being your policy. Really? OSU tells coaches to lie? That's a novel approach. How is that working for you? Has it worked out for you now? Urban has lawyered up and you will find that he will not get fired for cause without a fight - he is not OSU loyal. He will cover his own &%#. Do you guys yet have an estimate of how much real \$\$\$ this has just cost you? Directly you will have lawyers galore working on this and that is not cheap. You will suffer from donations and support. Any estimate? You have suffered loss of goodwill to the world. OSU has now joined Penn State and Michigan State as terrible examples of sports being king and wives get beaten by coaches, young boys get raped, and gymnast girls being molested are to be discarded. Great BIG 10 education and I will email the conference and NCAA also. I will try to find the president's email and your AD's email, but they seem to be insulated from such so you got this. I'm embarrassed for you. This just made the job for every one of you more difficult. Have fun....



**From:** mullins.180@osu.edu  
**Sent:** Friday, August 03, 2018 5:25 PM  
**To:** Glaros, Chris M.  
**Cc:** Tobias, Jessica L.  
**Subject:** Re: Requested Additional Information

Chris,  
I have the phones both locked up in my office. They are apple phones.

You may call me at [REDACTED] However, I will be out of town on Sunday and will not be available.

Thank you,  
Krissy

Sent from my iPhone

On Aug 3, 2018, at 4:53 PM, Glaros, Chris M. <[glaros.3@osu.edu](mailto:glaros.3@osu.edu)> wrote:

Krissy,  
Thank you very much for all your assistance. It's very much appreciated.

I understand that you are in secure possession of the university-issued cell phones for Coach Meyer and Brian Voltolini. Can you please confirm whether they're Apple or Android phones?

Should we need to contact you this weekend about those phone, can you please confirm your cell phone we can call?

Thanks again and I hope you're able to enjoy a nice weekend,  
---Chris

<image001.png>

**Chris Glaros** Assistant Vice President, Compliance Operations and Investigations  
Office of University Compliance and Integrity  
21 E. 11<sup>th</sup> Ave, Columbus, OH 43201  
614-292-5880 Office / [REDACTED] Mobile  
[glaros.3@osu.edu](mailto:glaros.3@osu.edu) [compliance.osu.edu](http://compliance.osu.edu)

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**From:** "Mullins, Krissy" <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>  
**Date:** Friday, August 3, 2018 at 4:22 PM  
**To:** "Tobias, Jessica L." <[tobias.80@osu.edu](mailto:tobias.80@osu.edu)>, "Glaros, Chris M." <[glaros.3@osu.edu](mailto:glaros.3@osu.edu)>  
**Subject:** Requested Additional Information

Jessica and Chris,  
Per our discussion last evening, I am sending you the additional information that was requested:

1. Zach Smith's personnel file (containing performance reviews and contracts).
2. List of coaches that have left between June 2015 to current.

Chris, per your request, I have also reviewed all employee relations files and cannot find any dealing with domestic violence.

If there is further information needed, please let me know.

Thank you,

**KRISSY MULLINS**

Associate AD/HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675

F 614.292.0199

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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**From:** DeWitt, Jennifer A.  
**Sent:** Friday, August 03, 2018 6:17 AM  
**To:** VanBrimmer, Richard  
**Cc:** Mullins, Krissy  
**Subject:** RE: Title IX

Hi Rick –

Not a bother at all.... Most employees probably won't make the connection. Always good to check 😊

Have a great day!

**JENN DeWITT**

HR Manager | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.4979

F 614.292.0199

[dewitt.132@osu.edu](mailto:dewitt.132@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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**From:** VanBrimmer, Richard  
**Sent:** Thursday, August 02, 2018 4:02 PM  
**To:** DeWitt, Jennifer A. <[dewitt.132@osu.edu](mailto:dewitt.132@osu.edu)>  
**Cc:** Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>  
**Subject:** RE: Title IX

Thanks – I do recall the training, I guess I didn't correlate to this situation. Sorry to bother you. rv



THE OHIO STATE UNIVERSITY

**Rick Van Brimmer**

Assistant Vice President, Business Advancement  
Affinity & Trademark Management  
Direct 614.292.7299

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**From:** DeWitt, Jennifer A.  
**Sent:** Thursday, August 2, 2018 1:24 PM  
**To:** VanBrimmer, Richard <[vanbrimmer.1@osu.edu](mailto:vanbrimmer.1@osu.edu)>  
**Cc:** Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>  
**Subject:** RE: Title IX

Hi Rick –

As a follow up to my other email, this was the training that was supposed to be completed in January... did they not take it??

Thanks!

**JENN DeWITT**

HR Manager | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.4979  
F 614.292.0199  
[dewitt.132@osu.edu](mailto:dewitt.132@osu.edu)  
[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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**From:** VanBrimmer, Richard  
**Sent:** Thursday, August 02, 2018 12:07 PM  
**To:** DeWitt, Jennifer A. <[dewitt.132@osu.edu](mailto:dewitt.132@osu.edu)>  
**Cc:** Riggs, Xen <[riggs.44@osu.edu](mailto:riggs.44@osu.edu)>; Richard, Molly <[richard.164@osu.edu](mailto:richard.164@osu.edu)>  
**Subject:** FW: Title IX

Jenn – I went over to talk to my staff today about the current news, and the question came up “what are we obligated to do as employees (in regard to Title IX)?” Since none of us knew, I found the policy and read it, and shared the following with them. I’m guessing others may not know, or at least be confused by, what is being talked about in the news. It was a good “teaching moment” and maybe has some broader application to all our units? Thanks, rv



**Rick Van Brimmer**  
Assistant Vice President, Business Advancement  
Affinity & Trademark Management  
Direct 614.292.7299

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**From:** VanBrimmer, Richard  
**Sent:** Thursday, August 2, 2018 12:02 PM  
**To:** [conrad.400@osu.edu](mailto:conrad.400@osu.edu); Karen Dertinger - Senior VP-Executive Officer ([dertinger.5@busfin.osu.edu](mailto:dertinger.5@busfin.osu.edu)) <[dertinger.5@busfin.osu.edu](mailto:dertinger.5@busfin.osu.edu)>; Littler, Christopher <[littler.15@osu.edu](mailto:littler.15@osu.edu)>; Rob Cleveland - Senior VP-Executive Officer ([cleveland.35@osu.edu](mailto:cleveland.35@osu.edu)) <[cleveland.35@osu.edu](mailto:cleveland.35@osu.edu)>; [uhrick.4@osu.edu](mailto:uhrick.4@osu.edu); Webster, Gretchen ([webster.79@busfin.osu.edu](mailto:webster.79@busfin.osu.edu)) <[webster.79@osu.edu](mailto:webster.79@osu.edu)>  
**Subject:** Title IX

I hunted around a little and found the following documents – an FAQ, and the actual policy. I would suggest you read them and understand what your obligations are to each other, and to anyone we supervise, etc. From what I read, we are obligated to report ANY incident that we are aware of that involves any faculty, staff or student at Ohio State. While it is labeled “Sexual Misconduct,” it specifically addresses Domestic Violence, as well.

<https://hr.osu.edu/wp-content/uploads/policy115-faq-general.pdf>

<https://hr.osu.edu/wp-content/uploads/policy115.pdf>

Thank you Gretchen for asking the question. This is helpful in better understanding our responsibilities and obligations as employees. rv



**Rick Van Brimmer**  
Assistant Vice President, Business Advancement  
Affinity & Trademark Management  
Direct 614.292.7299

2400 Olentangy River Rd., E146  
Columbus OH 43210

	A	B	C	D
1	MALE HEAD & ASSISTANT COACHES		FEMALE HEAD & ASSISTANT COACHES	
2	Studrawa, Gregory John	Assistant Coach-Football	Banks, Carrie L	Assistant Coach- W Basketball
3	Schiano, Gregory E	Assistant Coach - Football	Halverson-Maloney, Susan Mary	Assoc. Head Coach, WVB
4	Day, Ryan Patrick	Assistant Coach-Football	Wolfrum, Jordan Celeste	Associate Head Coach - W Swim
5	Wilson, Kevin R.	Assistant Coach - Football	Joseph, Rosalind Teri	Asst. Coach Women's Trk & Fld.
6	Grinch, Alexander Gregory	Assistant Coach-Football	Byers, Jillian A	Assoc. Head Coach, WLAX
7	Johnson, Larry A.	Assistant Coach - Football	Hall, Jenna Leigh	Assistant Softball Coach
8	Alford, Anthony J	Asst. Coach - Football	McDonald, Sharonda	Asst. Coach--Softball
9	Davis, William S.	Assistant Coach-Football	Muffet, Ashley Marie	Asst. Coach Dual Trk. & Fld
10	Pedon, Ryan Thomas	Assistant Coach M-Basketball	Mason Vergote, Sara Lynn	Asst. Coach M&W T&F/XC
11	Johnson, Taver Renard	Assistant Coach-Football	Goodale, Anna	Assistant Coach - Rowing
12	Smith, Zachary	Assistant Coach- Football	Sweeney, Kathleen Rita	Assistant Coach - Rowing
13	Schrage, Michael Patrick	Assistant Coach M-Basketball	Hendrick, Molly	Asst. Coach-Women's Lacrosse
14	Johnson Jr., Terry L	Assistant Coach M-Basketball	Hyatt, Suzanna Paige	Asst. Coach-Synchro Swim
15	Klein, Patrick William	Assoc. Head Coach-W Basketball	Caruso, Emily	Assistant Coach - Rifle
16	Miller, Steven	Assoc. Head Coach - MIH	Lipton, Kate	Assistant Coach Field Hockey
17	Jaggers, Jeffrey S	Assoc. Head Coach - Wrestling	Olson, Stacy J.	Asst. Coach--Women's Golf
18	Bittner, Justine Matthew	Asst. Coach Men's Ice Hockey	McMillen, Milica	Asst. Coach W-Ice Hockey
19	Ross, John Bradley	Assoc. Head Coach - MLAX	St. John, Siobhan	Assistant Coach - Cheerleading
20	Dlagnev, Tervel	Asst. Coach - Wrestling	McGhee, Melissa J	Dance Team Coach
21	Bowe, Matthew Leslie	Associate Head Coach - Swim	Hession, Therese Ann	Head Coach-Women's Golf
22	Robinson, Khadevis K	Asst. Coach Men's Trk. & Fld	Dennis, Karen L	Head Coach - Dual Track & Fld
23	Elander, Jan Peter	Asst Head Coach W-Ice Hockey	Walker, Lori Ayn	Head Coach-Women's Soccer
24	Kronauge, Justin Thomas	Assoc. Head Coach - M. TEN	Schaub, Melissa A	Head Coach-Women's Tennis
25	Tenenbaum, Robert	Assoc. Head Coach - Rowing	Schoenly, Kelly Kovach	Head Coach-Softball
26	Stafford, Michael Dale	Associate Head Coach, Baseball	Venechanos, Alexis N	Head Coach-Women's Lacrosse
27	Cohen, Adam Vinson	Assoc. Head Coach - W Tennis	Paulicivic, Meredith K	Head Coach Women's Gymnastics
28	Spurlock, Benjamin Michael	Asst. Coach W-Volleyball	Muzerall, Nadine Kirsti	Head Coach Women's Ice Hockey
29	Embaugh, Timothy Alan	Asst Coach Men's Volleyball	Vargo Brown, Holly S	Head Coach-Synchronized Swim
30	Monahan, Randy Scott	Asst. Coach Women's Gymnastics	TOTAL 28	
31	Tansel, Bryon Donald	Assistant Coach - Swim		
32	Crane, Travis C	Assistant Coach-Men's Lacrosse		
33	Needham, Michael J.	Asst Coach Women's Soccer		
34	Holick, Chris H	Assistant Coach-Baseball		
35	Brown, Joel	Asst. Coach Dual Trk. & Fld		
36	Pardi Perera, Homero Antonio	Assistant Coach-Field Hockey		

	A	B	C	D
37	Burch, Kevin John	Assistant Coach- M Volleyball		
38	Jankowski, Brian Joseph	Asst. Coach W-Soccer		
39	Hulme, Michael Aaron	Assistant Coach-M Swim		
40	Wasson, Lucas	Asst. Coach Women's Gymnastics		
41	Suarez-Ayme, Casimiro S	Asst. Coach-Men's Gymnastics		
42	Smith, Bradley McMahan	Assistant Coach-Men's Golf		
43	Gauthier, Robert R	Asst. Coach-Men's Gymnastics		
44	Lutz Jr., Stephen Anthony	Assistant Coach - Pistol		
45	Smerdin, Aleksandr	Assistant Coach Fencing		
46	Zennaro, Matteo	Assistant Coach - Fencing		
47	Sharp, Raymond Salu	Assistant Coach-Cheerleading		
48	Meyer, Urban F	Football Head Coach		
49	McGuff, Kevin P	Head Coach- Women's Basketball		
50	Holtmann, Christopher A	Head Coach-Men's Basketball		
51	Rohlik, Steve E	Head Coach-Men's Ice Hockey		
52	Beals, Gregory D	Head Coach-Baseball		
53	Myers, Nicholas Gregory	Head Coach - Men's Lacrosse		
54	Ryan, Thomas Shaun	Head Coach-Wrestling		
55	Tucker, Ty G	Dir. TEN; Head Coach - M. TEN		
56	Teitelbaum, Andrew L	Head Coach-Rowing		
57	Carlston, Geoffrey	Head Coach - Women's Volleyball		
58	Hanson, Peter Lawrence	Head Coach-Men's Volleyball		
59	Bluem, John R.	Head Coach - Men's Soccer		
60	Maisonneuve, Brian Leo	Head Coach - Men's Soccer		
61	Dorenkott, William F	Dir, M/W Swim&Diving; HC M/WSwim		
62	Moseley, James B.	Head Coach-Men's Golf		
63	Nazlymov, Vladimir	Head Coach Fencing		
64	Sharipov, Rustam	Head Coach-Men's Gymnastics		
65	Martin, Jarred James	Head Coach-Field Hockey		
66	Sochor, Justin T	Head Coach-Diving		
67	Tanoue, Ryan T	Dir Shot Sprt; Head Coach Rifle		
68	Milev, Emil	Head Coach- Pistol		
69	Schreiber, Benjamin Edward	Head Coach - Cheerleading		
70	TOTAL		68	

	A	B	C	D	E	F
1	Full Name	Gender Desc	Working Title	Full Name	Gender Desc	Working Title
2	ASSISTANT COACH			HEAD COACH		
3	Studrawa,Gregory John	Male	Assistant Coach-Football	Meyer,Urban F	Male	Football Head Coach
4	Schiano,Gregory E	Male	Assistant Coach - Football	McGuff,Kevin P	Male	Head Coach- Women's Basketball
5	Day,Ryan Patrick	Male	Assistant Coach-Football	Holtmann,Christopher A	Male	Head Coach-Men's Basketball
6	Wilson,Kevin R.	Male	Assistant Coach - Football	Rohlik,Steve E	Male	Head Coach-Men's Ice Hockey
7	Grinch,Alexander Gregory	Male	Assistant Coach-Football	Beals,Gregory D	Male	Head Coach-Baseball
8	Johnson,Larry A.	Male	Assistant Coach - Football	Myers,Nicholas Gregory	Male	Head Coach - Men's Lacrosse
9	Alford,Anthony J	Male	Asst. Coach - Football	Ryan,Thomas Shaun	Male	Head Coach-Wrestling
10	Davis,William S.	Male	Assistant Coach-Football	Tucker,Ty G	Male	Dir. TEN; Head Coach - M. TEN
11	Pedon,Ryan Thomas	Male	Assistant Coach M-Basketball	Teitelbaum,Andrew L	Male	Head Coach-Rowing
12	Johnson,Taver Renard	Male	Assistant Coach-Football	Carlston,Geoffrey	Male	Head Coach -Women's Volleyball
13	Smith,Zachary	Male	Assistant Coach- Football	Hanson,Peter Lawrence	Male	Head Coach-Men's Volleyball
14	Schrage,Michael Patrick	Male	Assistant Coach M-Basketball	Hession,Therese Ann	Female	Head Coach-Women's Golf
15	Johnson Jr.,Terry L	Male	Assistant Coach M-Basketball	Bluem,John R.	Male	Head Coach - Men's Soccer
16	Klein,Patrick William	Male	Assoc. Head Coach-W Basketball	Dennis,Karen L	Female	Head Coach - Dual Track & Fld
17	Banks,Carrie L	Female	Assistant Coach- W Basketball	Walker,Lori Ayn	Female	Head Coach-Women's Soccer
18	Miller,Steven	Male	Assoc. Head Coach - MIH	Maisonneuve,Brian Leo	Male	Head Coach - Men's Soccer
19	Jaggers,Jeffrey S	Male	Assoc. Head Coach - Wrestling	Schaub,Melissa A	Female	Head Coach-Women's Tennis
20	Bittner,Justine Matthew	Male	Asst. Coach Men's Ice Hockey	Schoenly,Kelly Kovach	Female	Head Coach-Softball
21	Ross,John Bradley	Male	Assoc. Head Coach - MLAX	Dorenkott,William F	Male	Dir,M/W Swim&Diving;HC M/WSwim
22	Diagnev,Tervel	Male	Asst. Coach - Wrestling	Venechanos,Alexis N	Female	Head Coach-Women's Lacrosse
23	Bowe,Matthew Leslie	Male	Associate Head Coach - Swim	Paulicivic,Meredith K	Female	Head Coach Women's Gymnastics
24	Halverson-Maloney,Susan Mary	Female	Assoc. Head Coach, WVB	Moseley,James B.	Male	Head Coach-Men's Golf
25	Robinson,Khadevis K	Male	Asst. Coach Men's Trk. & Fld	Nazlymov,Vladimir	Male	Head Coach Fencing
26	Elander,Jan Peter	Male	Asst Head Coach W-Ice Hockey	Muzerall,Nadine Kirsti	Female	Head Coach Women's Ice Hockey
27	Kronauge,Justin Thomas	Male	Assoc. Head Coach - M. TEN	Sharipov,Rustam	Male	Head Coach-Men's Gymnastics
28	Tenenbaum,Robert	Male	Assoc. Head Coach - Rowing	Martin,Jarred James	Male	Head Coach-Field Hockey
29	Wolfrum,Jordan Celeste	Female	Associate Head Coach - W Swim	Vargo Brown,Holly S	Female	Head Coach-Synchronized Swim
30	Joseph,Rosalind Teri	Female	Asst. Coach Women's Trk & Fld.	Sochor,Justin T	Male	Head Coach-Diving
31	Stafford,Michael Dale	Male	Associate Head Coach, Baseball	Tanoue,Ryan T	Male	Dir Shot Sprt;Head Coach Rifle
32	Cohen,Adam Vinson	Male	Assoc. Head Coach - W Tennis	Milev,Emil	Male	Head Coach- Pistol
33	Byers,Jillian A	Female	Assoc. Head Coach, WLAX	Schreiber,Benjamin Edward	Male	Head Coach - Cheerleading
34	Spurlock,Benjamin Michael	Male	Asst. Coach W-Volleyball			
35	Embaugh,Timothy Alan	Male	Asst Coach Men's Volleyball			
36	Monahan,Randy Scott	Male	Asst. Coach Women's Gymnastics			



	A	B	C	D	E	F
37	Tansel,Bryon Donald	Male	Assistant Coach - Swim			
38	Crane,Travis C	Male	Assistant Coach-Men's Lacrosse			
39	Hall,Jenna Leigh	Female	Assistant Softball Coach			
40	Needham,Michael J.	Male	Asst Coach Women's Soccer			
41	Holick,Chris H	Male	Assistant Coach-Baseball			
42	McDonald,Sharonda	Female	Asst. Coach--Softball			
43	Brown,Joel	Male	Asst. Coach Dual Trk. & Fld			
44	Muffet,Ashley Marie	Female	Asst. Coach Dual Trk. & Fld			
45	Mason Vergote,Sara Lynn	Female	Asst. Coach M&W T&F/XC			
46	Pardi Perera,Homero Antonio	Male	Assistant Coach-Field Hockey			
47	Burch,Kevin John	Male	Assistant Coach- M Volleyball			
48	Jankowski,Brian Joseph	Male	Asst. Coach W-Soccer			
49	Goodale,Anna	Female	Assistant Coach - Rowing			
50	Hulme,Michael Aaron	Male	Assistant Coach-M Swim			
51	Wasson,Lucas	Male	Asst. Coach Women's Gymnastics			
52	Sweeney,Kathleen Rita	Female	Assistant Coach - Rowing			
53	Hendrick,Molly	Female	Asst. Coach-Women's Lacrosse			
54	Suarez-Ayme,Casimiro S	Male	Asst. Coach-Men's Gymnastics			
55	Hyatt,Suzanna Paige	Female	Asst. Coach-Synchro Swim			
56	Smith,Bradley McMahan	Male	Assistant Coach-Men's Golf			
57	Caruso,Emily	Female	Assistant Coach - Rifle			
58	Lipton,Kate	Female	Assistant Coach Field Hockey			
59	Gauthier,Robert R	Male	Asst. Coach-Men's Gymnastics			
60	Olson,Stacy J.	Female	Asst. Coach--Women's Golf			
61	McMillen,Milica	Female	Asst. Coach W-Ice Hockey			
62	Lutz Jr.,Stephen Anthony	Male	Assistant Coach - Pistol			
63	St. John,Siobhan	Female	Assistant Coach - Cheerleading			
64	Smerdin,Aleksandr	Male	Assistant Coach Fencing			
65	Zennaro,Matteo	Male	Assistant Coach - Fencing			
66	McGhee,Melissa J	Female	Dance Team Coach			
67	Sharp,Raymond Salu	Male	Assistant Coach-Cheerleading			

	A	B	C	D	E	F	G
1	Full Name	Gender Desc	Job Cd	Job Cd Desc	Working Title	YOS Adj OSU Dt	Annual Pay Rate
2	ASSISTANT COACH						
3	Studrawa,Gregory John	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	20	\$500,000.04
4	Schiano,Gregory E	Male	0567	Assistant Coach-Major Sports	Assistant Coach - Football	2	\$825,000.00
5	Day,Ryan Patrick	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	1	\$810,000.00
6	Wilson,Kevin R.	Male	0567	Assistant Coach-Major Sports	Assistant Coach - Football	1	\$800,000.04
7	Grinch,Alexander Gregory	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	0	\$800,000.04
8	Johnson,Larry A.	Male	0567	Assistant Coach-Major Sports	Assistant Coach - Football	4	\$750,000.00
9	Alford,Anthony J	Male	0567	Assistant Coach-Major Sports	Asst. Coach - Football	3	\$525,000.00
10	Davis,William S.	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	1	\$500,000.04
11	Pedon,Ryan Thomas	Male	0567	Assistant Coach-Major Sports	Assistant Coach M-Basketball	0	\$395,000.04
12	Johnson,Taver Renard	Male	0567	Assistant Coach-Major Sports	Assistant Coach-Football	5	\$345,000.00
13	Smith,Zachary	Male	0567	Assistant Coach-Major Sports	Assistant Coach- Football	6	\$340,000.08
14	Schrage,Michael Patrick	Male	0567	Assistant Coach-Major Sports	Assistant Coach M-Basketball	0	\$325,000.08
15	Johnson Jr.,Terry L	Male	0567	Assistant Coach-Major Sports	Assistant Coach M-Basketball	0	\$300,000.00
16	Klein,Patrick William	Male	0567	Assistant Coach-Major Sports	Assoc. Head Coach-W Basketball	10	\$183,750.00
17	Banks,Carrie L	Female	0567	Assistant Coach-Major Sports	Assistant Coach- W Basketball	1	\$139,650.12
18	Miller,Steven	Male	0570	Assistant Coach	Assoc. Head Coach - MIH	0	\$155,000.04
19	Jaggers,Jeffrey S	Male	0570	Assistant Coach	Assoc. Head Coach - Wrestling	7	\$116,600.04
20	Bittner,Justine Matthew	Male	0570	Assistant Coach	Asst. Coach Men's Ice Hockey	9	\$107,000.04
21	Ross,John Bradley	Male	0570	Assistant Coach	Assoc. Head Coach - MLAX	3	\$97,929.36
22	Diagnev,Tervel	Male	0570	Assistant Coach	Asst. Coach - Wrestling	1	\$95,000.04
23	Bowe,Matthew Leslie	Male	0570	Assistant Coach	Associate Head Coach - Swim	0	\$90,000.00
24	Halverson-Maloney,Susan Mary	Female	0570	Assistant Coach	Assoc. Head Coach, WVB	2	\$85,000.08
25	Robinson,Khadevis K	Male	0570	Assistant Coach	Asst. Coach Men's Trk. & Fld	1	\$85,000.08
26	Elander,Jan Peter	Male	0570	Assistant Coach	Asst Head Coach W-Ice Hockey	0	\$85,000.08
27	Kronauge,Justin Thomas	Male	0570	Assistant Coach	Assoc. Head Coach - M. TEN	7	\$80,708.04
28	Tenenbaum,Robert	Male	0570	Assistant Coach	Assoc. Head Coach - Rowing	8	\$80,000.04
29	Wolfrum,Jordan Celeste	Female	0570	Assistant Coach	Associate Head Coach - W Swim	4	\$80,000.04
30	Joseph,Rosalind Teri	Female	0570	Assistant Coach	Asst. Coach Women's Trk & Fld.	9	\$79,589.64
31	Stafford,Michael Dale	Male	0570	Assistant Coach	Associate Head Coach, Baseball	7	\$79,416.12
32	Cohen,Adam Vinson	Male	0570	Assistant Coach	Assoc. Head Coach - W Tennis	3	\$75,184.20
33	Byers,Jillian A	Female	0570	Assistant Coach	Assoc. Head Coach, WLAX	3	\$75,000.00
34	Spurlock,Benjamin Michael	Male	0570	Assistant Coach	Asst. Coach W-Volleyball	0	\$75,000.00
35	Embaugh,Timothy Alan	Male	0570	Assistant Coach	Asst Coach Men's Volleyball	24	\$70,898.16
36	Monahan,Randy Scott	Male	0570	Assistant Coach	Asst. Coach Women's Gymnastics	3	\$70,000.08

	H	I	J	K	L	M	N	O
1		Full Name	Gender Desc	Job Cd	Job Cd Desc	Working Title	YOS Adj OSU Dt	Annual Pay Rate
2		HEAD COACH						
3		Meyer,Urbán F	Male	4927	Head Coach-Major Sports	Football Head Coach	6	\$840,000.00
4		McGuff,Kevin P	Male	4927	Head Coach-Major Sports	Head Coach- Women's Basketball	5	\$551,690.04
5		Holtmann,Christopher A	Male	4927	Head Coach-Major Sports	Head Coach-Men's Basketball	0	\$550,000.08
6		Rohlik,Steve E	Male	4928	Head Coach	Head Coach-Men's Ice Hockey	7	\$350,000.04
7		Beals,Gregory D	Male	4928	Head Coach	Head Coach-Baseball	7	\$326,112.36
8		Myers,Nicholas Gregory	Male	4928	Head Coach	Head Coach - Men's Lacrosse	12	\$300,000.00
9		Ryan,Thomas Shaun	Male	4928	Head Coach	Head Coach-Wrestling	12	\$297,648.00
10		Tucker,Ty G	Male	4928	Head Coach	Dir. TEN; Head Coach - M. TEN	20	\$266,250.00
11		Teitelbaum,Andrew L	Male	4928	Head Coach	Head Coach-Rowing	22	\$244,093.80
12		Carlston,Geoffrey	Male	4928	Head Coach	Head Coach -Women's Volleyball	10	\$224,782.68
13		Hanson,Peter Lawrence	Male	4928	Head Coach	Head Coach-Men's Volleyball	33	\$200,000.04
14		Hession,Therese Ann	Female	4928	Head Coach	Head Coach-Women's Golf	26	\$180,000.00
15		Bluem,John R.	Male	4928	Head Coach	Head Coach - Men's Soccer	20	\$177,625.08
16		Dennis,Karen L	Female	4928	Head Coach	Head Coach - Dual Track & Fld	15	\$170,000.04
17		Walker,Lori Ayn	Female	4928	Head Coach	Head Coach-Women's Soccer	21	\$167,475.00
18		Maisonneuve,Brian Leo	Male	4928	Head Coach	Head Coach - Men's Soccer	0	\$160,000.08
19		Schaub,Melissa A	Female	4928	Head Coach	Head Coach-Women's Tennis	6	\$155,000.04
20		Schoenly,Kelly Kovach	Female	4928	Head Coach	Head Coach-Softball	5	\$155,000.04
21		Dorenkott,William F	Male	4928	Head Coach	Dir,M/W Swim&Diving;HC M/WSwim	9	\$150,000.00
22		Venechanos,Alexis N	Female	4928	Head Coach	Head Coach-Women's Lacrosse	7	\$139,080.36
23		Paulicivic,Meredith K	Female	4928	Head Coach	Head Coach Women's Gymnastics	0	\$125,000.04
24		Moseley,James B.	Male	4928	Head Coach	Head Coach-Men's Golf	2	\$123,627.00
25		Nazlymov,Vladimir	Male	4928	Head Coach	Head Coach Fencing	18	\$121,268.28
26		Muzerall,Nadine Kirsti	Female	4928	Head Coach	Head Coach Women's Ice Hockey	1	\$117,300.12
27		Sharipov,Rustam	Male	4928	Head Coach	Head Coach-Men's Gymnastics	6	\$110,272.44
28		Martin,Jarred James	Male	4928	Head Coach	Head Coach-Field Hockey	1	\$101,499.96
29		Vargo Brown,Holly S	Female	4928	Head Coach	Head Coach-Synchronized Swim	22	\$99,999.96
30		Sochor,Justin T	Male	4928	Head Coach	Head Coach-Diving	7	\$83,564.16
31		Tanoue,Ryan T	Male	4928	Head Coach	Dir Shot Sprrt;Head Coach Rifle	6	\$78,000.00
32		Milev,Emil	Male	4928	Head Coach	Head Coach- Pistol	0	\$60,000.00
33		Schreiber,Benjamin Edward	Male	4928	Head Coach	Head Coach - Cheerleading	4	\$49,415.76
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	A	B	C	D	E	F	G
37	Tansel,Bryon Donald	Male	0570	Assistant Coach	Assistant Coach - Swim	0	\$70,000.08
38	Crane,Travis C	Male	0570	Assistant Coach	Assistant Coach-Men's Lacrosse	0	\$70,000.08
39	Hall,Jenna Leigh	Female	0570	Assistant Coach	Assistant Softball Coach	5	\$69,635.64
40	Needham,Michael J.	Male	0570	Assistant Coach	Asst Coach Women's Soccer	1	\$69,020.04
41	Holick,Chris H	Male	0570	Assistant Coach	Assistant Coach-Baseball	7	\$67,335.12
42	McDonald,Sharonda	Female	0570	Assistant Coach	Asst. Coach--Softball	0	\$65,000.04
43	Brown,Joel	Male	0570	Assistant Coach	Asst. Coach Dual Trk. & Fld	3	\$63,049.80
44	Muffet,Ashley Marie	Female	0570	Assistant Coach	Asst. Coach Dual Trk. & Fld	3	\$63,049.80
45	Mason Vergote,Sara Lynn	Female	0570	Assistant Coach	Asst. Coach M&W T&F/XC	4	\$63,000.00
46	Pardi Perera,Homero Antonio	Male	0570	Assistant Coach	Assistant Coach-Field Hockey	3	\$62,711.28
47	Burch,Kevin John	Male	0570	Assistant Coach	Assistant Coach- M Volleyball	2	\$61,214.64
48	Jankowski,Brian Joseph	Male	0570	Assistant Coach	Asst. Coach W-Soccer	1	\$60,900.00
49	Goodale,Anna	Female	0570	Assistant Coach	Assistant Coach - Rowing	2	\$60,637.68
50	Hulme,Michael Aaron	Male	0570	Assistant Coach	Assistant Coach-M Swim	1	\$60,000.00
51	Wasson,Lucas	Male	0570	Assistant Coach	Asst. Coach Women's Gymnastics	0	\$60,000.00
52	Sweeney,Kathleen Rita	Female	0570	Assistant Coach	Assistant Coach - Rowing	1	\$57,750.12
53	Hendrick,Molly	Female	0570	Assistant Coach	Asst. Coach-Women's Lacrosse	0	\$55,000.08
54	Suarez-Ayme,Casimiro S	Male	0570	Assistant Coach	Asst. Coach-Men's Gymnastics	6	\$54,972.84
55	Hyatt,Suzanna Paige	Female	0570	Assistant Coach	Asst. Coach-Synchro Swim	5	\$54,454.80
56	Smith,Bradley McMahan	Male	0570	Assistant Coach	Assistant Coach-Men's Golf	2	\$53,214.36
57	Caruso,Emily	Female	0570	Assistant Coach	Assistant Coach - Rifle	0	\$52,000.08
58	Lipton,Kate	Female	0570	Assistant Coach	Assistant Coach Field Hockey	2	\$51,200.76
59	Gauthier,Robert R	Male	0570	Assistant Coach	Asst. Coach-Men's Gymnastics	6	\$51,072.12
60	Olson,Stacy J.	Female	0570	Assistant Coach	Asst. Coach--Women's Golf	1	\$50,469.96
61	McMillen,Milica	Female	0570	Assistant Coach	Asst. Coach W-Ice Hockey	0	\$50,000.04
62	Lutz Jr.,Stephen Anthony	Male	0570	Assistant Coach	Assistant Coach - Pistol	0	\$48,000.00
63	St. John,Siobhan	Female	0570	Assistant Coach	Assistant Coach - Cheerleading	3	\$47,447.28
64	Smerdin,Aleksandr	Male	0570	Assistant Coach	Assistant Coach Fencing	13	\$67,632.84
65	Zennaro,Matteo	Male	0570	Assistant Coach	Assistant Coach - Fencing	0	\$60,000.00
66	McGhee,Melissa J	Female	0570	Assistant Coach	Dance Team Coach	6	\$15,000.00
67	Sharp,Raymond Salu	Male	0570	Assistant Coach	Assistant Coach-Cheerleading	4	\$13,500.00
68						Female	Male
69					Head Coach	Employee Count	Employee Count
70					Grand Total	9 (29%)	22 (71%)

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68	Employee Count							
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	A	B	C	D	E	F	G
71						Female	Male
72					Assistant Coach	Employee Count	Employee Count
73					Grand Total	19 (29%)	46 (71%)
74						Female	Male
75					Head & Assitant Coach	Employee Count	Employee Count
76					Grand Total	28 (29%)	68 (71%)

	H	I	J	K	L	M	N	O
71	<b>Employee Count</b>							
72								
73	65							
74	<b>Employee Count</b>							
75								
76	96							

**From:** Voltolini, Brian  
**Sent:** Thursday, May 17, 2018 4:16 PM  
**To:** Mullins, Krissy  
**Cc:** Vannatta, Julie  
**Subject:** Re: Contracts for Assistant Coaches

Thanks

Sent from my iPhone

On May 17, 2018, at 12:42 PM, Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)> wrote:

Brian,

Here are the contracts for the following:

- Tony Alford
- Bill Davis
- Ryan Day
- Alex Grinch
- Larry Johnson
- Taver Johnson
- Greg Schiano
- Zach Smith
- Greg Studrawa
- Kevin Wilson

If there are any questions at all, please contact Julie or me.

Thank you,

**KRISSY MULLINS**

HR Director | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.9675

F 614.292.0199

[mullins.180@osu.edu](mailto:mullins.180@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

<Alford, Tony 2018-2020.pdf>

<Davis, William 2018-2019.pdf>

<Day, Ryan 2018-2021.pdf>

<Grinch, Alex 2018-2020.pdf>

<Johnson, Larry 2018-2020.pdf>

<Johnson, Taver 2018-2020.pdf>



<Schiano, Greg 2018-2019.pdf>

<Smith, Zach 2018-2019.pdf>

<Studrawa, Greg 2018-2019.pdf>

<Wilson, Kevin 2018-2019.pdf>

**From:** Mullins, Krissy  
**Sent:** Wednesday, August 01, 2018 2:43 PM  
**To:** Voltolini, Brian  
**Subject:** RE: [OSUCampusSecurityAuthorities] Crime Reporting Required by Federal Law

This is annual training that was sent to any employee that is in a role that is designated as a campus security authority. All Coaches, supervisors, faculty, etc. will fall in this category. There was a notification email sent out earlier about this (I think late last week or on Monday).

Thanks,

Krissy

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**From:** Voltolini, Brian  
**Sent:** Wednesday, August 01, 2018 3:34 PM  
**To:** Mullins, Krissy <mullins.180@osu.edu>  
**Subject:** FW: [OSUCampusSecurityAuthorities] Crime Reporting Required by Federal Law

What is this?

Does it pertain to what is out there right now?

---

**From:** OSUCampusSecurityAuthorities [<mailto:osucampussecurityauthorities-bounces+voltolini.5@osu.edu@lists.osu.edu>] **On Behalf Of** Clery Compliance  
**Sent:** Wednesday, August 1, 2018 3:23 PM  
**To:** [OSUCampusSecurityAuthorities@lists.osu.edu](mailto:OSUCampusSecurityAuthorities@lists.osu.edu)  
**Subject:** [OSUCampusSecurityAuthorities] Crime Reporting Required by Federal Law



**Office of University Compliance and Integrity**

21 E. 11<sup>th</sup> Avenue  
Columbus, OH 43201

[compliance.osu.edu](http://compliance.osu.edu)

**To:** Employees considered Campus Security Authorities  
**From:** Kellie Brennan, Compliance Director and Title IX/Clery Coordinator  
**Date:** August 1, 2018  
**RE: CRIME REPORTING REQUIRED BY FEDERAL LAW**

Pursuant to a federal law known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), The Ohio State University is required to report "statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a 'Campus Security Authority.'"

You have been identified as a "Campus Security Authority" (CSA) under this federal law, which mandates that you comply with the requirements outlined in this letter.

Positions and roles designated as Campus Security Authorities could include:

- Having significant responsibility for student or campus activities, or facilities
- Advising students or a student organization
- Having a role in campus security, ensuring student safety, or emergency or crisis response
- Being designated as someone who can receive or process reports of criminal offenses at the university, or provide advocacy services
- Leading an office or department, even if others in your office are confidential resources
- Coaching an athletic team
- Accompanying students on academic or school-sponsored service trips

Under federal law you must report crime in a timely fashion. It is critical that you understand the requirements of your role to protect both yourself and the university. For more information about your role as a Campus Security Authority, and to ensure that you fully understand and can fulfill your obligations, please view this [15-minute online training video](#) through BuckeyeLearn using your name.# credentials. You are strongly encouraged to complete the training as soon as possible. Completion will be tracked, and when complete, this course will appear on your professional development transcript in BuckeyeLearn. Attached please find instructions on accessing the training video and disabling pop-up blockers in BuckeyeLearn.

**The university has a responsibility to notify the campus community about certain crimes which pose a serious or continuing threat to the students and employees, and you as a Campus Security Authority are obligated by law to report such crimes immediately to the OSU Police Division. If there is any question about whether a serious or continuing threat exists, immediately call 9-1-1 or contact the OSU Police Division at 614-292-2121 to discuss the matter further.**

Additionally, to assist with preparation of the university's annual crime statistics, you as a Campus Security Authority must complete the [Incident Report Form](#) if you have not done so already, for any of the crimes listed below, regardless of the status or outcome of any investigation, that:

1. Were **reported** to you during calendar year 2017 (regardless of when the incident occurred)
2. Occurred on campus, in residential facilities, on university-owned or controlled non-campus property, in any building or on property while it was under the control of a student organization that is officially recognized by the institution, or on public property adjacent to campus
3. Were not or may not have been reported to the OSU Police Division

Clery-reportable crimes (please see the Incident Report Form for definitions)

- Aggravated assault, murder/non-negligent manslaughter, negligent manslaughter
- Rape, fondling, statutory rape, incest
- Dating violence, domestic violence, stalking
- Robbery, burglary, motor vehicle theft, arson
- Liquor law violations, drug abuse violations, weapons law violations
- Hate crimes: All of the above crimes, plus simple assault, intimidation, larceny, or destruction/damage/vandalism of property IF the offense was motivated in whole or in part by an individual's bias

CSAs are not responsible for investigating or reporting incidents that they overhear students talking about in a hallway conversation; that a classmate or student mentions during an in-class discussion; that a victim mentions during a speech, workshop, or any other form of group presentation; or that the CSA otherwise learns about in an indirect manner.

Thank you very much for your assistance in complying with this federal law. If you have any questions about this request or you would like to discuss the specifics about an incident, please feel free to contact Melinda Benson at 614-688-2178 or [clery@osu.edu](mailto:clery@osu.edu). **Please submit all incident reports by August 10 by completing the *Incident Report Form* available at [compliance.osu.edu/clery](http://compliance.osu.edu/clery).**



**Kellie Brennan**

Compliance Director and Title IX/Clery Coordinator  
**Office of University Compliance and Integrity**  
 21 E. 11<sup>th</sup> Avenue, Columbus, OH 43201-2190  
 614-688-2178 Office  
[clery@osu.edu](mailto:clery@osu.edu)

**Campus Security Authority (CSA) Training Video:**

<https://ohiostate.csod.com/samldefault.aspx?returnurl=%252fDeepLink%252fProcessRedirect.aspx%253fmodule%253dloRegisterAn%2526lo%253d0d9aa1bf-f89d-482c-a229-86fb0886728b>

**Incident Report Form:** <http://compliance.osu.edu/clery.html>

**From:** Mullins, Krissy  
**Sent:** Monday, July 30, 2018 7:28 AM  
**To:** McGoldrick, Joanne  
**Cc:** Langhals, Jill R.  
**Subject:** RE: Assistant coaches contracts for football, basketball, and women's basketball  
**Attachments:** Alford, Tony 2018-2020 signed.pdf, Davis, William 2018-2019 signed.pdf, Day, Ryan 2018-2021 signed.pdf, Grinch, Alex 2018-2020 signed.pdf, Hartline, Brian - offer letter 0718-1218.pdf, Johnson, Larry 2018-2020 signed.pdf, Johnson, Taver 2018-2020 signed.pdf, Schiano, Greg 2018-2019 signed.pdf, Studrawa, Greg 2018-2019 signed.pdf, Johnson, Terry 2017-2019.pdf, Schrage, Mike 2017-2019.pdf

Hi Joanne!

For football, we have all fully executed contracts except for:

- Kevin Wilson

This contract is in OnBase awaiting final signature from Mike Papadakos. (I have the contract for Zach Smith, but Julie advised me not to load into OnBase, since we was released before we got the final signature. Please let me know if you would like a copy).

For MBB, we have all fully executed contracts except for:

- Ryan Pedon

He has some concerns with the buy-out and Julie and I have met and are addressing with him this week to finalize.

For WBB, these coaches are not under contract, but are under employment at will.

Please let me know if there is anything else needed.

Thank you,  
Krissy

---

**From:** McGoldrick, Joanne  
**Sent:** Monday, July 30, 2018 8:19 AM  
**To:** Mullins, Krissy <mullins.180@osu.edu>  
**Cc:** Langhals, Jill R. <langhals.51@osu.edu>  
**Subject:** Assistant coaches contracts for football, basketball, and women's basketball

Good morning, Krissy. Susan would like to make sure we have all fully executed assistant coaches contracts for these three sports. Can you please send e-versions? Thanks so much.



**Joanne McGoldrick**

Associate Vice President

Total Rewards

Office of Human Resources

1590 N. High Street, Suite 300 , Columbus , OH 43201

6142928295 Office

[mcgoldrick.7@osu.edu](mailto:mcgoldrick.7@osu.edu) [hr.osu.edu](http://hr.osu.edu)

**From:** Mullins, Krissy  
**Sent:** Tuesday, July 24, 2018 4:09 PM  
**To:** Voltolini, Brian  
**Subject:** RE: Meeting  
**Attachments:** hartline, brian 0718.pdf, dennis, corey 0718.pdf

Brian,  
Here are the job descriptions.

Thanks,  
Krissy

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**From:** Voltolini, Brian  
**Sent:** Tuesday, July 24, 2018 4:49 PM  
**To:** Mullins, Krissy <mullins.180@osu.edu>; Sabau, Diana <sabau.2@osu.edu>; Heaton, Kim <heaton.19@osu.edu>  
**Subject:** Meeting

Gene wanted me to set up a meeting to go over the new responsibilities for football with Zach no longer here..  
When can we meet to discuss?

Krissy, can you send me Corey and Hartline's posted job descriptions please

Thanks

**ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**  
(one-year term: 2018 - 2019)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

**1.0    Employment**

1.1    Subject to the terms and conditions of this Assistant Football Coach Employment Agreement (the "Agreement"), Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that Coach is fully qualified to serve, and is available for employment, in this capacity.

1.2    Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach"), be responsible, and report directly, to the Head Coach and confer with the Head Coach or his designee on all administrative matters.

1.3    The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this Agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4    Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5    Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform Coach's duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics (the "Department").

**2.0    Term**

2.1    This Agreement is for a fixed-term appointment commencing on February 1, 2018 and terminating, without further notice to Coach, on January 31, 2019.

2.2    This Agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3    This Agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this Agreement count in any way toward tenure at Ohio State.

**3.0    Compensation**

3.1    During the term of this Agreement:

(a) Ohio State shall pay Coach an annual base salary of \$340,000 ("Base Salary"), which shall be subject to all applicable withholdings and payable in accordance with Ohio State's normal payroll practices;

(b) Coach shall be entitled to participate in all employee retirement and welfare benefit plans and programs made available to Ohio State's senior administrative and professional employees as a group, as such plans and programs may be in effect from time to time and subject to Coach satisfying any eligibility requirements of such plans and programs. Notwithstanding the foregoing, nothing in this Agreement shall prevent Ohio State from amending or terminating any retirement, welfare or any other employee benefit plans, programs or policies from time to time as Ohio State deems appropriate in its sole discretion;

(c) If the Team is awarded the title of Big Ten<sup>1</sup> (or applicable equivalent) Conference Champions or Co-Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition, whichever is later;

(d) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

(e) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 17% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;

(f) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;

(g) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs, Ohio State shall pay Coach supplemental compensation in an amount equal to 21.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;

(h) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.1(g) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to 25.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and

Any payments made under this Section 3.1 shall be subject to all applicable withholdings.

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<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which the University may be a member.



3.2 Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State, and after the payment of the then-current Administrative and Facilities Charge to Ohio State and after determination and approval of such camp income supplemental payments by the Director or his designee. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

Any payments made under this Section 3.2 shall be subject to all applicable withholdings.

3.3 All salary or compensation provided to Coach for the performance of coaching duties shall be paid only by Ohio State. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests" of Ohio State as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month, less applicable withholdings, to be applied toward one (1) automobile. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. Coach shall comply with all University Rules<sup>3</sup> applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

Any payments made under this Section 3.0 shall be subject to all applicable withholdings.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this Agreement, Coach shall:

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, and competition.

<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

(a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this Agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department;

(b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this Agreement to coaching (and preparing to coach) the Team;

(c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use Coach's personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons;

(d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules; including, but not limited to, the Big Ten Conference and the NCAA, assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, University Rules and Governing Athletic Rules; and immediately report to the Head Coach and to the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules. Coach shall cooperate fully with the Department's Office of Compliance Services at all times;

(e) Coach shall promptly report to Ohio State's Deputy Title IX Coordinator for Athletics any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff or that is in connection with a university sponsored activity or event. If Ohio State's Deputy Title IX Coordinator for Athletics is not available, then Coach shall make such report promptly to Ohio State's Title IX Coordinator. Any emergency situation should be immediately reported to 911 and/or law enforcement. For purposes of this Section 4.1 (e), a "known violation" shall mean a violation or an allegation of a violation of Title IX that Coach is aware of or has reasonable cause to believe is taking place or may have taken place;

(f) Coach and Ohio State recognize the importance of the safe and responsible treatment of student-athletes. Coach shall cooperate with Ohio State and the Director to maintain an environment focused on student-athlete health, safety and welfare; and

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<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

(g) Coach shall have such other and further duties and responsibilities as Ohio State and/or the Director may establish from time to time at its discretion.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this Agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Coach also recognizes that Coach is covered by Ohio Ethics Law for public officials and state employees and represents that Coach has received a copy of this law from Ohio State and has completed and returned the form acknowledging receipt of such law prior to or commensurate with Coach's first day of employment. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the Agreement.

4.3 Media, Promotions and Public Relations. Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, Coach shall use Coach's best efforts (schedule permitting) to make Coach available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide Coach's services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach

receives no compensation, or from appearing in any other media (consistent with this Agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this Agreement).

4.4 Apparel, Shoe or Equipment Contracts. Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE or an agreement which would not be in Ohio State's best interest, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with Governing Athletic Rules and/or University Rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

4.5 Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15<sup>th</sup> of each year in which this Agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in discussions or negotiations for prospective employment with any other institution of higher learning or with any professional athletic team. In the final year of this Agreement, Coach is granted permission to discuss such employment with any person or entity at any time after the final day of the regular men's football season. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Except as provided in Section 5.3 hereof, Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration (or earlier termination) of this Agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs, endorsements (if permissible under state law and University Rules) and any other agreement or arrangement in which Coach provides services in exchange for compensation or benefits to Coach or his family, including but not limited to, outside consulting agreements set forth

in Section 4.2 and/or Section 4.4 hereof. Coach shall submit all outside consulting arrangements to Ohio State for review and approval prior to execution. Coach must also report such outside income to Ohio State in accordance with Governing Athletic Rules and/or University Rules. Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs, which may discredit or bring undue criticism to Ohio State or impinge upon any contractual obligations of Ohio State or, which in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law. Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with Governing Athletic Rules and/or University Rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (a) income from annuities; (b) non-Ohio State sports camps and clinics; (c) sports commentary at non-Ohio State athletic events; (d) country club memberships; and (e) fees for speaking engagements.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or Coca-Cola Bottling Company Consolidated (or Ohio State's then-current exclusive beverage sponsorship agreement sponsor or bottler). The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to Coach's direct control or authority, and to exercise reasonable care in an effort to assure that all personnel and students subject to Coach's direct control or authority comply with such policies. Coach represents and warrants that Coach has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this Agreement, University Rules will govern.

## **5.0 Termination**

5.1 Termination by Ohio State for Cause. At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that Ohio State is terminating this Agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

(a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach

by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or

(b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation) of any Governing Athletic Rules (as determined by Ohio State) by Coach or any other person under Coach's supervision and direction, including, but not limited to, student-athletes; or

(c) A breach of contract terms, as determined by the Director, or a violation by Coach of a criminal statute or regulation (excluding minor traffic violations); or

(d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or

(e) Fraud or dishonesty of Coach in the performance of Coach's duties or responsibilities under this Agreement as determined by Ohio State; or

(f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or

(g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of Coach's duties hereunder or the performance of Coach's duties during Coach's prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

(h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

(i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or

(j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom Coach should reasonably know to

be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or

(k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals in such degree as to impair Coach's ability to perform Coach's duties hereunder, or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or

(l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff member or such student-athlete is prohibited by law or by Governing Athletic Rules or University Rules, as determined by Ohio State; or

(m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or

(n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.4 or Section 4.6 of this Agreement or by Governing Athletic Rules or to report accurately all sources and amounts of all income and benefits as required by NCAA and/or University Rules and Section 4.7 of this Agreement, as determined by Ohio State; or

(o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform Coach's personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities; or

(p) Failure by Coach to promptly report to Ohio State's Deputy Title IX Coordinator – Athletics or Ohio State's Title IX Coordinator any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff or that is in connection with a university sponsored activity or event. For purposes of this Section 5.1(p), a "known violation" shall mean a violation or an allegation of a violation of Title IX that Coach is aware of or has reasonable cause to believe is taking place or may have taken place.

It is recognized that this sub-section (5.1(a)-(p)) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this Agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures



if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this Agreement *for cause* under Section 4.2 or Section 5.1, it shall give written notice to Coach of its intention to so terminate this Agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this Agreement is terminated *for cause* under Section 4.2 or Section 5.1, Coach shall not be entitled to receive any further compensation or benefits under this Agreement which have not been earned as of the date of termination. Furthermore, Coach is not deemed to have earned supplemental compensation under Sections 3.1(c)-(h) if Coach must repay Ohio State in accordance with Section 5.7. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of Coach's employment *for cause*.

5.2 Termination by Ohio State Other Than For Cause. If Coach's employment hereunder is terminated by Ohio State other than *for cause* (as delineated in Sections 4.2 and 5.1 above and including if Urban Meyer is no longer Ohio State's Head Coach and therefore, Ohio State terminates Coach's employment):

5.2.1 (a) Severance. If such termination occurs between February 1, 2018 and December 31, 2018, Coach shall be entitled to receive continued payment of the Base Salary (as described in Section 3.1(a)) in substantially equal monthly installments and subject to all applicable withholdings, until January 31, 2019; provided, however, that any such payments scheduled to occur in the first three months following Coach's termination of employment shall not be paid until the last day of the third month after the date of termination.

(b) The payments described in Section 5.2.1(a) shall hereinafter be referred to collectively as the "Post-Termination Payments" and the period during which such payments are made shall hereinafter be referred to as the "Post-Termination Payment Period." The Post-Termination Payments shall fully compensate Coach for the loss of collateral business opportunities (whether media, public relations, camps, clinics, apparel or similar contracts, sponsorships or any other supplemental or collateral compensation or benefits of any kind) and Coach shall not be entitled to any further compensation and benefits under this Agreement.

5.2.2 If Coach's employment is terminated by Ohio State other than *for cause* (as delineated in Section 4.2 and Section 5.1 above), all employee benefits shall cease in accordance with the terms and conditions of the applicable employee benefit plans, programs and policies.

5.2.3 Notwithstanding the foregoing, the Post-Termination Payments shall be subject to the following:



- (a) Coach acknowledges and expressly agrees that he shall be required to mitigate any payments to him under Section 5.2.1(a) and recognizes that Coach's mitigation obligation is an essential term of this Agreement;
- (b) Coach acknowledges and expressly agrees that he shall be required to make every reasonable and diligent effort as soon as practicable following his termination to seek and secure a Comparable Position. For purposes of this Agreement, a "Comparable Position" shall include other employment at the market rate for Division I collegiate football coaching positions or professional football coaching positions or other positions appropriate for Coach's skill set (for example, scouting, broadcasting, etc.) (a "Comparable Position"). Coach shall provide Ohio State, upon request, with evidence that Coach is actively seeking other employment. Coach shall notify Ohio State immediately if Coach has obtained other employment or has been engaged to provide services, either as an employee or an independent contractor;
- (c) If Coach obtains any other employment or is engaged to provide service (regardless of whether the employment or engagement constitutes a Comparable Position), then the Post-Termination Payments shall be reduced by Coach's total compensation from all sources directly related to such position(s) (including, without limitation, salary, deferred compensation, signing bonuses or other compensation income, except not including the employee benefits costs associated with such position(s)) (the "Mitigation Compensation"). Each monthly Post-Termination Payment that would otherwise be payable under Section 5.2.1(a) that is payable during the time that Coach has such position(s) shall be reduced by the gross amount of the monthly Mitigation Compensation; and
- (d) Coach agrees that as a condition of receiving the Post-Termination Payments, Coach or, in the case of any amounts due after the Coach's death, the person to whom those amounts are payable (collectively, the "Payee") must execute a comprehensive release within sixty (60) days of the date of Coach's termination in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require the Payee and the Payee's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State, its past, present and future trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached the terms of the release agreement. This release will include, but not be limited to, any claim under or out of the Equal Pay Act; the Civil Rights Acts of 1964, as amended; the

Civil Rights Acts of 1866 and 1871 (42 U.S.C. Sections 1981, 1983, 1985, et seq.); Title VII of the Civil Rights Act of 1964; the United States Constitution; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; Chapter 4112 of the Ohio Revised Code and any other provision of the Ohio Revised Code; and any other federal, state or local law concerning employment, or in any other manner regulating or otherwise concerning wages, hours or any other terms or conditions of employment. Upon Coach's termination of employment with Ohio State, the Payee will be presented with a release and if the Payee fails to timely execute the release, the Payee agrees to forego any Post-Termination Payments. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the Post-Termination Payments provided for in this Agreement are satisfactory consideration for the release of all possible claims described in the release;

- (e) Coach agrees that as a condition of receiving the Post-Termination Payments, Coach shall provide a copy of his Form W-2s and Form 1099s related to Coach's position(s) to Ohio State's HR Director for Athletics for each calendar year during which all or a portion of the Post-Termination Payment Period occurs; and
- (f) Coach agrees that his failure or refusal to provide the notice and documentation set forth in this Section 5.2 shall relieve Ohio State of its financial obligations under this Agreement to pay the Post-Termination Payments.

5.2.4 For purposes of this Section 5.2 and 5.8, any reference to Coach's "termination of employment" by Ohio State (or any form of the phrase "termination of employment") shall mean Coach's "separation from service" within the meaning of Section 409A of the Internal Revenue Code and Treasury Regulation Section 1.409A-1(h).

5.3 Termination by Coach. If Coach terminates this Agreement:

- (a) Coach shall provide Ohio State with written notice of Coach's termination of this Agreement; and
- (b) Coach shall not be entitled to receive any further unearned compensation or benefits under this Agreement (Coach is not deemed to have earned bonuses and supplemental compensation under Sections 3.1(c)-(h) which Coach must repay to Ohio State in accordance with Section 5.7 hereof); and

(c) If Coach accepts employment or performs services in a coaching position (with the exception of a head coaching position) for an NCAA Division 1 school in the Big Ten Conference, Big 12 Conference, Pac-12 Conference, Atlantic Coast Conference (ACC), Southeastern Conference (SEC) or the University of Notre Dame du Lac (Notre Dame) or Brigham Young University or in a coaching position (with the exception of a head coaching position) for a professional football team at any time up to twelve (12) months after Coach resigns from Ohio State, Ohio State shall require Coach to pay Ohio State as liquidated damages and not as a penalty One Hundred Thousand Dollars (\$100,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment. Notwithstanding the above, Coach's obligation to pay liquidated damages shall not apply in the event Coach resigns after December 1, 2018; and

(d) Coach shall not be entitled to receive any further compensation or benefits under this Agreement; and

(e) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in Coach's possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this Agreement, this Agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

5.7 Recovery of Compensation and Reimbursement. In the event this Agreement is terminated, Coach shall repay to Ohio State all compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Sections 3.1(c)-(h), if such achievement is subsequently vacated by Ohio State or the NCAA, and such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA. In addition, in the event that it is determined, by Ohio State or the NCAA,

that Coach was involved in NCAA infractions that cause Ohio State to pay penalties to the NCAA, then Coach shall reimburse Ohio State for such amounts Ohio State must pay to the NCAA.

5.8 **Non-Renewal.** If Ohio State informs Coach on or after January 1, 2019 that his employment will terminate on the last day of the term and the Agreement will not be renewed, then, in addition to Coach's Base Salary, if any, that would be paid in January 2019 in accordance with Ohio State's normal payroll practices, Ohio State shall pay Coach a lump sum payment equal to:

(a) thirty (30) days of Coach's Base Salary *less*

(b) Coach's Base Salary for the number of days remaining in the term from the date of notice of non-renewal.

Such lump sum payment shall be paid within thirty (30) days following Coach's termination of employment and shall fully compensate Coach for the loss of collateral business opportunities (whether media, public relations, camps, clinics, apparel or similar contracts, sponsorships or any other supplemental or collateral compensation or benefits of any kind). Upon expiration of the Agreement, all employee benefits shall cease in accordance with the terms and conditions of the applicable employee benefit plans, programs and policies. Notwithstanding anything in this Section to the contrary, Coach shall not be entitled to such lump sum payment or any other compensation if he resigns from employment prior to the last day of the term, as set forth in Section 5.3 hereof.

## **6.0 Board of Trustees**

This Agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this Agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0 Waiver**

No waiver of any default in the performance of this Agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this Agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this Agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this Agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this Agreement for cause, without cause or otherwise, or suspension hereunder,

Coach shall have no right to occupy the position of assistant football coach and that Coach's sole remedies are provided herein and shall not extend to injunctive relief.

#### **8.0 Severability**

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder of the Agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this Agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This Agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this Agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement; Amendments**

This Agreement constitutes the entire Agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this Agreement shall be effective unless in writing and signed by both parties.

#### **12.0 Background Check**

If Coach is a new employee to Ohio State, Ohio State is required to conduct a background check on Coach pursuant to Office of Human Resources Policy 4.15. Coach's employment is contingent upon Ohio State's verification of credentials and other information required by law and/or Ohio State policies, including but not limited to a criminal background check.

#### **13.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

With a copy to:  
Julie D. Vannatta  
The Ohio State University  
Office of Legal Affairs  
1590 N. High Street, Suite 500

Columbus, Ohio 43201

Unless hereinafter changed by written notice to Ohio State any notice to Coach shall be hand-delivered to Coach, mailed to Coach's home address on file or mailed to the following address:

Zachary Smith  
Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, Ohio 43210

**14.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or Coach's beneficiary regarding the tax effects of this Agreement. Ohio State encourages Coach and Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this Agreement. This Agreement is intended to comply with the requirements of Sections 409A and 457(f) of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent. Any reimbursements or in-kind benefits provided under this Agreement that are subject to Section 409A of the Internal Revenue Code shall be made or provided in accordance with the requirements of Section 409A of the Internal Revenue Code, including, where applicable, the requirements that (a) any reimbursement is for expenses incurred during Coach's life, but in no event later than the expiration of the term of this Agreement, (b) the amount of expenses eligible for reimbursement, or in-kind benefits provided, during a taxable year may not affect the expenses eligible for reimbursement, or in-kind benefits to be provided, in any other taxable year, (c) the reimbursement of an eligible expense will be made no later than the last day of the taxable year following the taxable year in which the expense is incurred, and (d) the right to reimbursement or in-kind benefits is not subject to liquidation or exchange for another benefit.

This Agreement is signed by the parties or their duly authorized representative to be effective as of February 1, 2018.

THE OHIO STATE UNIVERSITY

COACH

\_\_\_\_\_  
Eugene D. Smith  
Senior Vice President and  
The Wolfe Foundation Endowed Athletics Director

\_\_\_\_\_  
Zachary Smith

Date:\_\_\_\_\_

Date:\_\_\_\_\_

\_\_\_\_\_  
Michael Papadakis  
Interim Senior Vice President of Business  
and Finance & Chief Financial Officer

Date:\_\_\_\_\_



### Terms of Employment – Zachary Smith

The Ohio State University, on behalf of its Department of Athletics ("Ohio State"), and Zachary Smith ("Coach") have had certain discussions regarding Coach's employment as Ohio State's Assistant Coach - Football. The parties recognize that Ohio State shall present Coach with a more thorough and formal employment contract addressing additional terms of employment in the near future. Until that time, the parties hereby agree to the below terms as follows:

1. Ohio State shall employ Coach as Assistant Coach - Football for a term commencing on February 1, 2018 and terminating, without further notice to Coach, on January 31, 2019.
2. Ohio State shall pay Coach total guaranteed cash compensation at the rate of \$340,000 per year for the term commencing on February 1, 2018 and terminating on January 31, 2019.
3. Ohio State shall pay Coach bonuses as supplemental compensation as follows:
  - a. Big Ten Division Champion – 8.5% base salary at Coach's then-current rate;
  - b. Win Big Ten Conference championship game – 4.25% base salary at Coach's then-current rate;
  - c. Participation in a post-season College Football Playoff ("CFP") bowl game – 17% base salary at Coach's then-current rate;
    1. Participation in a non-CFP bowl game and has nine (9) wins in a given season – 4.25% base salary at Coach's then-current rate;
  - d. Participation in the semi-finals (but not the finals) of the CFP – 21.25% base salary at Coach's then-current rate;
  - e. If Team wins semi-final CFP game, and participates in the finals of the CFP, Coach is not entitled to (d) above. Instead – 25.5% base salary at Coach's then-current rate.
4. If Ohio State pays Coach one or more of the bonuses set forth in paragraph 3 above, and if such achievement(s) are subsequently vacated by Ohio State or the NCAA (if such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA), then Coach shall repay to Ohio State all supplemental compensation received by Coach for such vacated achievement(s).
5. Ohio State shall pay Coach a stipend of \$600/month, which shall be used to cover automobile costs for one automobile.
6. Ohio State shall provide Coach 6 football season tickets, 2 men's basketball season tickets.
7. The parties agree that Ohio State has the exclusive rights to its youth athletic camps, but Coach shall have the opportunity to earn supplemental compensation by assisting in the marketing, supervision and general administration of football camps.

8. Coach shall appear on television and radio Coach's shows and other media programs as requested by Ohio State. Coach shall assign to Ohio State all rights, title and interest in his name, likeness and other indicia identified with Coach in connection with such media programming.
9. If Coach terminates his employment with Ohio State at any time during the term of the contract, for any employment (other than a head coaching position), Coach shall pay Ohio State One Hundred Thousand dollars (\$100,000).

The parties recognize that this term sheet represents a preliminary understanding of the parties and shall form the basis of a formal agreement. Final agreement is subject to completion of a satisfactory background and compliance check, as well as approval of Ohio State's President, Executive Vice President and Provost and Board of Trustees.

THE OHIO STATE UNIVERSITY

COACH

  
Eugene D. Smith  
Sr. Vice President and Wolfe Foundation  
Endowed Athletics Director

  
Zachary Smith

Date: 2/12/18

Date: 2-14-18



### Needed Athletics Performance Reviews

Alford,Anthony J (Football – have Public)	
Banks,Quadrian Karam	
Barnhouse,Shaun Michal	
Barnum,Micheal Wade	
Beisner,Angela Justina	
Bentley,V'Angelo Demerius	
Biehl,Madeline	
Bluem,John R.	
Bord, Jeffrey	
Bowe,Matthew Leslie	
Bowers,Theresa Margaret	
Britton,Andres E	
Brown,Jacob Michael (needs overall rating)	
Buckley,Sean Michael	
Bulla,Jennifer Lynn	
Burke,Erin Elizabeth	
Byers,Jillian A	
Cacchio,Deborah V	
Campbell,Solomon Josiah	
Caruso,Emily	
Chokreff,Kaitlin Cecilia	
Clark,Caleb Luke	
Cohen,Adam Vinson	
Coombs,Kerry Spencer	
Dally-Badgeley,Kimberly Anne	
Davis,Kyle Matthew	
Davis,William S. (Football – have Public)	
Day,Ryan Patrick (Football – have Public)	
deFries,Hiram A.	
Delph,Gary Lee	
Devito,Andrew Joseph	
Dlagnev,Tervel	
Dunaway,Kyle G	
Egelhoff,David P	
Elander,Jan Peter	
Ellis, Hannah	
El-Muhammad,Stacy	

## Needed Athletics Performance Reviews

Erickson,Jason	
Everhart,Blair Stewart	
Farris,Latoya	
Fonza,Chalisa L	
Fraser,Robert John	
Gemma,Joseph Daniel	
Glass,Lee Anthony	
Gordona,Ian Christopher	
Gorham,Kevin Wayne	
Greiner,Katherine Ruth	
Grimshaw,Carly J	
Hall,Jenna Leigh	
Hansen,Dean Thomas	
Hartline,Brian J	
Hodges,Eron	
Holbrook,Kristin Marie	
Holick,Chris H	
Hoon,Ericka L	
Hulme,Michael Aaron	
Jaggers,Jeffrey S	
Jankowski,Brian Joseph	
Jepson,Damien James	
Johnson Jr.,Terry L (Football – have Public)	
Johnson,Larry A. (Football – have Public)	
Johnston,Duncan Alexander	
Kume,Justin Paul	
Lucas,Marc Anthony	
Lutz Jr.,Stephen Anthony	
MacInnes,Jennifer	
Mack-Robinson,Andre (needs overall rating)	
Marotti,Michael Anthony	
Mason,Heather	
McCloy,Jessica	
McDonald,Sharonda	
McGuff,Kevin P	
McIntyre,Madeline	
McMillen,Milica	
Mergner,James G	
Mitchell,Mark S	

## Needed Athletics Performance Reviews

Monahan,Randy Scott	
Moxley,Donald Paul	
Myers,William Steven	
Nazlymov,Vladimir	
Needham,Michael J.	
Netti,Michael Stephen	
Newby,Connie Leah	
Nichols,Rachel L	
Nicol,Amy M	
O'Brien,Vincent John	
Pearce,Adam Troy	
Pedon,Ryan Thomas	
Penn,James Donell	
Perry,James Edward	
Quebedeaux,Clare	
Reid,Madison Nicole	
Richardson,David A	
Risch,Jennifer May	
Romankov,Dmitri	
Rowley,Ethan R	
Ruschmann,Nicholas Michael	
Santeramo,Michael Christopher	
Scheier,Adam Jason	
Schiano,Gregory E (Football – have Public)	
Schrage,Michael Patrick	
Seitz,Brian Matthew	
Singleton,Jason Jamal	
Singleton,Taran	
Smerdin,Aleksandr	
Smith,Carolyn M (needs section I and II)	
Smith,Eugene Dubois	
Smith,Megan Grace	
Smith,Zachary (Football – have Public)	
Snoke,Kyle Cameron	
Sponseller, Abbey	
Stafford,Michael Dale	
Stephens,Wayne Robert	
Straub,Mitchell	

### Needed Athletics Performance Reviews

Streng, Megan	
Studrawa, Gregory John (Football – have public)	
Sullivan, Barbara	
Swaney, Joel	
Swanson, Natalie Michele	
Tansel, Bryon Donald	
Thurin, Matthew D	
Timbs, Nikolai C	
Tipple, Luke Anthony	
Tucker, Tony Ramon	
Uhlenhake, Jeffrey A	
Van Fleet, Kyle Osborn (needs overall rating)	
Vannatta, Julie	
Voltolini, Brian	
Walker, Kaitlin Elizabeth	
Wasson, Lucas	
Wick, Sarah Tilton	
Wilson, Kevin R. (Football – have public)	
Wojciechowski, Mackenzie	
Wolfrum, Jordan Celeste	
Wright, Chad J	
Zennaro, Matteo	

	A	B	C	D	E	F
1	<b>The Ohio State University</b>					
2	<b>EAB100 - Employee Demographics : Detail - Demographics Data</b>					
3	Time run: 11/2/2017 8:54:43 AM		267	66%	234	58%
4	Full Name	Employee ID	Coaching #1	Rating 1	Coaching #2	Rating 2
5	Adams,Timothy James		YES	Exceeding Expectations	YES	Exceeding Expectations
6	Alford,Anthony J					
7	Altizer,Charles		YES	Exceeding Expectations	YES	Exceeding Expectations
8	Ankrum,Derek Franklin		YES	Meeting Expectations		
9	Archie,Douglas Ian		YES	Meeting Expectations	YES	Meeting Expectations
10	Auch,Stephen Jeffrey		YES	Meeting Expectations	YES	Meeting Expectations
11	Bakalik,David A		YES	Exceeding Expectations	YES	Meeting Expectations
12	Banks,Carrie L					
13	Banks,Quadrian Karam					
14	Barends,Frederik S		YES	Exceeding Expectations	YES	Exceeding Expectations
15	Barham V,Samuel Dewey					
16	Barnhouse,Shaun Michal					
17	Barnum,Micheal Wade		YES	Meeting Expectations	YES	Exceeding Expectations
18	Bartlebaugh,Matthew David		YES	Exceeding Expectations	YES	Exceeding Expectations
19	Basford,Michael					
20	Beals,Gregory D		YES	Meeting Expectations	YES	Meeting Expectations
21	Beisner,Angela Justina		YES	Exceeding Expectations		
22	Bentley,V*Angelo Demerius					
23	Bergey,Mark H					
24	Bernard,Cassandra Lynn		YES	Exceeding Expectations	YES	Exceeding Expectations
25	Biddle,Katherine Faith		YES	Exceeding Expectations	YES	Exceeding Expectations
26	Biehl,Madeline		YES	Exceeding Expectations		
27	Biller,Christopher		YES	Exceeding Expectations		
28	Birkemeier,Jordan		YES	Meeting Expectations	YES	Meeting Expectations
29	Bittner,Justine Matthew				YES	Exceeding Expectations
30	Black,Joseph James					
31	Blevins,Lauren Elizabeth		YES	Meeting Expectations	YES	Exceeding Expectations
32	Blount,Brian Christopher				YES	Meeting Expectations
33	Bluem,John R.		YES	Meeting Expectations	YES	Opportunity for improvement
34	Boppel,Andrew Michael		YES	Meeting Expectations	YES	Meeting Expectations
35	Bord, Jeffrey				YES	Meeting Expectations
36	Bowe,Matthew Leslie		YES	Opportunity for improvement		

	G	H	I	L
1				
2				
3	282	67%		
4	Performance Review	Final Rating	AMCP Letter	if missing pieces
5	Yes	Exceeding Expectations		
6				
7	Yes	Exceeding Expectations		
8	Yes	Meeting Expectations		
9	Yes	Meeting Expectations		
10	Yes	Meeting Expectations		
11	Yes	Exceeding Expectations		
12	Yes	Meeting Expectations		
13				
14	Yes	Exceeding Expectations		
15	Yes	Meeting Expectations		
16				
17				
18	Yes	Exceeding Expectations		
19	Yes	Meeting Expectations		
20	Yes	Meeting Expectations		
21				
22				
23	Yes	Exceeding Expectations		
24	Yes	Meeting Expectations		
25	Yes	Exceeding Expectations		
26				
27	Yes	Exceeding Expectations		
28	Yes	Meeting Expectations		
29	Yes	Exceeding Expectations		
30	Yes	Exceeding Expectations		
31	Yes	Meeting Expectations		
32	Yes	Exceeding Expectations		
33				
34	Yes	Meeting Expectations		
35				
36				



	A	B	C	D	E	F
37	Bower,Michael Kevin		YES	Meeting Expectations	YES	Exceeding Expectations
38	Bowers,Theresa Margaret					
39	Bowsher,Dennis Lyle		YES	Exceeding Expectations		
40	Brayfield,Patrick Alan		YES	Meeting Expectations	YES	Meeting Expectations
41	Britton,Andres E					
42	Brown,Craig Lawrence		YES	Exceeding Expectations	YES	Meeting Expectations
43	Brown,Jacob Michael				YES	Exceeding Expectations
44	Brown,Joel					
45	Browning,Jason R		YES	Meeting Expectations	YES	Meeting Expectations
46	Buchanan,Eric Michael		YES	Meeting Expectations	YES	Meeting Expectations
47	Buckley,Sean Michael				YES	Meeting Expectations
48	Bugno,Thomas Raymond		YES	Meeting Expectations	YES	Meeting Expectations
49	Bulla,Jennifer Lynn		YES	Meeting Expectations		
50	Bunting,Judy		YES	Meeting Expectations	YES	Meeting Expectations
51	Burch,Kevin John					
52	Burgert,Brendan Alexander		YES	Opportunity for improvement		
53	Burke,Erin Elizabeth		YES	Meeting Expectations		
54	Byers,Jillian A					
55	Cacchio,Deborah V					
56	Caldwell,Mike Patrick					
57	Calland,Douglas Charles		YES	Meeting Expectations	YES	Meeting Expectations
58	Campbell,Adam T		YES	Meeting Expectations	YES	Meeting Expectations
59	Campbell,Solomon Josiah					
60	Carabajal,Matthew R				YES	Meeting Expectations
61	Carlston,Geoffrey		YES	Meeting Expectations	YES	Meeting Expectations
62	Caruso,Emily					
63	Cassidy, Adam		YES	Meeting Expectations		
64	Chokreff,Kaitlin Cecilia		YES	Meeting Expectations	YES	
65	Clark,Caleb Luke		YES	Meeting Expectations	YES	Meeting Expectations
66	Clark,Karen Renee		YES	Exceeding Expectations		
67	Cloran,Daniel		YES	Exceeding Expectations	YES	Exceeding Expectations
68	Cohen,Adam Vinson		YES	Exceeding Expectations		
69	Coombs,Kerry Spencer					
70	Crane,Travis C					
71	Dally-Badgeley,Kimberly Anne					
72	Daluisio,Danielle E		YES	Exceeding Expectations	YES	Exceeding Expectations

	G	H	I	L
37	Yes	Meeting Expectations		
38				
39	Yes	Exceeding Expectations		
40	Yes	Meeting Expectations		
41				
42	Yes	Exceeding Expectations		
43				needs overall rating
44	Yes	Exceeding Expectations		
45	Yes	Meeting Expectations		
46	Yes	Meeting Expectations		
47				
48	Yes	Meeting Expectations		
49				
50	Yes	Meeting Expectations		
51	Yes	Meeting Expectations		
52	Yes	Opportunity for improvement		
53				
54				
55				
56	Yes	Meeting Expectations		
57	Yes	Exceeding Expectations		
58	Yes	Meeting Expectations		
59				
60	Yes	Meeting Expectations		
61	Yes	Meeting Expectations		
62				
63	Yes	Meeting Expectations		
64				
65				
66	Yes	Meeting Expectations		
67	Yes	Exceeding Expectations		
68				
69				
70	Yes	Exceeding Expectations		
71				
72	Yes	Exceeding Expectations		



	A	B	C	D	E	F
73	Davis,Jerome P					
74	Davis,Kyle Matthew					
75	Davis,Lisa Renee				YES	Exceeding Expectations
76	Davis,William S.					
77	Dawson,Paul		YES	Meeting Expectations	YES	Meeting Expectations
78	Day,Ryan Patrick					
79	Deam,Tyler Allen					
80	Dean,Danielle		YES	Exceeding Expectations	YES	Exceeding Expectations
81	Dean,Kathleen M		YES	Meeting Expectations	YES	Meeting Expectations
82	deFries,Hiram A.					
83	Deits,Jeffrey S		YES	Exceeding Expectations	YES	Meeting Expectations
84	DeJacimo,Cynthia		YES	Meeting Expectations	YES	Meeting Expectations
85	Delph,Gary Lee					
86	Demianenko,John M		YES	Exceeding Expectations		
87	Dennis,Cristine		YES	Meeting Expectations	YES	Meeting Expectations
88	Dennis,Karen L					
89	Derr,Evan Richard		YES	Meeting Expectations	YES	Meeting Expectations
90	Devito,Andrew Joseph		YES	Meeting Expectations	YES	Meeting Expectations
91	DeWitt,Jennifer Ann		YES	Meeting Expectations	YES	Meeting Expectations
92	Dingess,Amy Bettina		YES	Exceeding Expectations	YES	Exceeding Expectations
93	Dlagnev,Tervel					
94	Doersam,Lisa Joan		YES	Meeting Expectations	YES	Exceeding Expectations
95	Dorenkott,William F					
96	Duer,David		YES	Meeting Expectations	YES	Meeting Expectations
97	Dunaway,Kyle G		YES			
98	Dunn,John C					
99	Durrah,Sydney A					
100	Edsinger,Lori		YES	Meeting Expectations	YES	Meeting Expectations
101	Egelhoff,David P					
102	Elander,Jan Peter		YES	Exceeding Expectations		
103	Ellis, Hannah				YES	Meeting Expectations
104	El-Muhammad,Stacy					
105	Embaugh,Timothy Alan					
106	Emig,Gerald Vincent					
107	Erickson,Jason		YES	Meeting Expectations	YES	Meeting Expectations
108	Everhart,Blair Stewart		YES	Meeting Expectations	YES	Meeting Expectations

	G	H	I	L
73	Yes	Exceeding Expectations		
74				
75	Yes	Exceeding Expectations		
76				
77	Yes	Meeting Expectations		
78				
79	Yes	Meeting Expectations		
80	Yes	Exceeding Expectations		
81	Yes	Opportunity for improvement		
82				
83	Yes	Meeting Expectations		
84	Yes	Meeting Expectations		
85				
86	Yes	Meeting Expectations		
87	Yes	Meeting Expectations		
88	Yes	Exceeding Expectations		
89	Yes	Meeting Expectations		
90				
91	Yes	Exceeding Expectations		
92	Yes	Meeting Expectations		
93				
94	Yes	Exceeding Expectations		
95	Yes	Meeting Expectations		
96	Yes	Meeting Expectations		
97				
98	Yes	Meeting Expectations		
99	Yes	Meeting Expectations		
100	Yes	Meeting Expectations		
101				
102				
103				
104				
105	Yes	Meeting Expectations		
106	Yes	Meeting Expectations		
107				
108				

	A	B	C	D	E	F
109	Everson,Sonsecharae Jamila		YES	Meeting Expectations	YES	Exceeding Expectations
110	Ewers,Thomas Harold		YES	Meeting Expectations	YES	Meeting Expectations
111	Fagan,Carey Ellen		YES	Exceeding Expectations	YES	Exceeding Expectations
112	Farris,Latoya					
113	Fields,Briana L		YES	Meeting Expectations	YES	Exceeding Expectations
114	Flinders,Calvin		YES	Opportunity for improvement		
115	Fonza,Chalisa L		YES	Meeting Expectations		
116	Fox,Francis Matt		YES	Exceeding Expectations	YES	Meeting Expectations
117	Fraser,Robert John					
118	Frey,Melissa R		YES	Exceeding Expectations	YES	Exceeding Expectations
119	Gammon,Clinnard Fisgerald					
120	Gauthier,Robert R		YES	Meeting Expectations	YES	Meeting Expectations
121	Gemma,Joseph Daniel					
122	Gilson,Kevin James		YES	Meeting Expectations	YES	Meeting Expectations
123	Gimbel,Brian Patrick		YES	Meeting Expectations	YES	Meeting Expectations
124	Glass,Lee Anthony					
125	Goetz,Katherine Jane		YES	Meeting Expectations	YES	Meeting Expectations
126	Good,Jason W		YES	Exceeding Expectations	YES	Meeting Expectations
127	Goodale,Anna		YES			
128	Gordona,Ian Christopher					
129	Gorham,Kevin Wayne		YES	Meeting Expectations		
130	Goswick,Daniel James		YES	Meeting Expectations	YES	Exceeding Expectations
131	Graham,Lauren Danielle		YES	Exceeding Expectations	YES	Exceeding Expectations
132	Graves,Nicolas Thad					
133	Gray,Clay Walker					
134	Greiner,Katherine Ruth		Yes	Meeting Expectations	YES	Meeting Expectations
135	Grimshaw,Carly J		YES	Exceeding Expectations	YES	Exceeding Expectations
136	Guthrie,Ryan S		YES	Opportunity for improvement	YES	Meeting Expectations
137	Guzdanski,Reid Gladieux		YES	Exceeding Expectations		
138	Habart,Anthony David		YES	Meeting Expectations	YES	Meeting Expectations
139	Hall,Jenna Leigh		YES			
140	Halverson-Maloney,Susan Mary		YES		YES	Meeting Expectations
141	Hanely,Jason D				YES	Meeting Expectations
142	Haney,Ericka					
143	Hansen,Dean Thomas					
144	Hanson,Peter Lawrence		YES	Meeting Expectations	Yes	Exceeding Expectations

	G	H	I	L
109	Yes	Exceeding Expectations		
110	Yes	Meeting Expectations		
111	Yes	Meeting Expectations		
112				
113	Yes	Meeting Expectations		
114	Yes	Meeting Expectations		
115				
116	Yes	Exceeding Expectations		
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118	Yes	Exceeding Expectations		
119	Yes	Exceeding Expectations		
120	Yes	Meeting Expectations		
121				
122	Yes	Meeting Expectations		
123	Yes	Exceeding Expectations		
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125	Yes	Meeting Expectations		
126	Yes	Meeting Expectations		
127	Yes	Exceeding Expectations		
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129				
130	Yes	Exceeding Expectations		
131	Yes	Exceeding Expectations		
132	Yes	Meeting Expectations		
133	Yes	Exceeding Expectations		
134				
135				
136	Yes	Meeting Expectations		
137	Yes	Exceeding Expectations		
138	Yes	Meeting Expectations		
139				
140	Yes	Exceeding Expectations		
141	Yes	Meeting Expectations		
142	Yes	Meeting Expectations		
143				
144	Yes	Exceeding Expectations		



	A	B	C	D	E	F
145	Harris, Raymont		YES	Opportunity for improvement	YES	Meeting Expectations
146	Hartley, Barbara Carole		YES	Meeting Expectations	YES	Meeting Expectations
147	Hartline, Brian J					
148	Haynes II, Phillip Allen		YES	Meeting Expectations	YES	Meeting Expectations
149	Heaton, Kimberly				YES	Exceeding Expectations
150	Heilman, Zachary T		YES	Meeting Expectations	YES	Exceeding Expectations
151	Hendrick, Molly					
152	Henley, Troy Grayson		YES	Exceeding Expectations	YES	Exceeding Expectations
153	Hession, Therese Ann		YES	Meeting Expectations		
154	Hinton, Timmy Scott		YES	Meeting Expectations		
155	Hodges, Eron		YES	Meeting Expectations	YES	Opportunity for improvement
156	Hoeflich, Russell William		YES	Exceeding Expectations	YES	Meeting Expectations
157	Hoffman, Bradley Joseph		YES	Meeting Expectations	YES	Meeting Expectations
158	Holbrook, Kristin Marie		Yes	Meeting Expectations		
159	Holick, Chris H		YES	Meeting Expectations	YES	Meeting Expectations
160	Holtmann, Christopher A					
161	Hoobler, Dennis		YES	Meeting Expectations	YES	Meeting Expectations
162	Hoon, Ericka L		YES	Meeting Expectations	YES	Meeting Expectations
163	Horn, Robert Eugene					
164	Howe, Emily Beth		YES	Exceeding Expectations	YES	Exceeding Expectations
165	Hulme, Michael Aaron		YES			
166	Hyatt, Suzanna Paige		YES	Meeting Expectations		
167	Insana, Caitlin Marie		YES	Meeting Expectations	YES	Opportunity for improvement
168	Jackson, Shelly J.				YES	Exceeding Expectations
169	Jagers, Jeffrey S					
170	Jankowski, Brian Joseph					
171	Jeans Jr., James E		YES	Meeting Expectations	YES	Meeting Expectations
172	Jepson, Damien James					
173	Johnson Jr., Terry L					
174	Johnson, Candace					
175	Johnson, Jacob Richard		YES	Meeting Expectations	YES	Meeting Expectations
176	Johnson, Larry A.					
177	Johnston, Duncan Alexander					
178	Jones, Sean Alexander		YES	Meeting Expectations	YES	Exceeding Expectations
179	Jones, Tyler R		YES	Exceeding Expectations	YES	Meeting Expectations
180	Jontony, Nicole Marie		YES	Exceeding Expectations	Yes	Exceeding Expectations

	G	H	I	L
145	YES	Meeting Expectations		
146	YES	Meeting Expectations		
147				
148	Yes	Meeting Expectations		
149	Yes	Exceeding Expectations		
150	Yes	Meeting Expectations		
151	Yes	Meeting Expectations		
152	Yes	Meeting Expectations		
153	Yes	Exceeding Expectations		
154	Yes	Meeting Expectations		
155				
156	Yes	Exceeding Expectations		
157	Yes	Meeting Expectations		
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160	Yes	Exceeding Expectations		
161	Yes	Meeting Expectations		
162				
163	Yes	Exceeding Expectations		
164	Yes	Exceeding Expectations		
165				
166	Yes	Exceeding Expectations		
167	Yes	Meeting Expectations		
168	Yes	Exceeding Expectations		
169				
170				
171	Yes	Meeting Expectations		
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173				
174	Yes	Meeting Expectations		
175	Yes	Meeting Expectations		
176				
177				
178	Yes	Meeting Expectations		
179	Yes	Meeting Expectations		
180	Yes	Exceeding Expectations		

	A	B	C	D	E	F
181	Joseph,Rosalind Teri					
182	Kelleher,Stacy Lee		YES	Exceeding Expectations	YES	Exceeding Expectations
183	Kelly,Brian James		YES	Meeting Expectations		
184	Kindig,Patrick R		YES	Exceeding Expectations	YES	Meeting Expectations
185	Kirchner,Jennifer Ann					
186	Klein,Patrick William					
187	Klunk,Tim D		YES	Exceeding Expectations		
188	Knaup,John Douglas		YES	Exceeding Expectations		
189	Kronauge,Justin Thomas		YES	Meeting Expectations	Yes	Meeting Expectations
190	Kuhlman,Kyle Jon					
191	Kume,Justin Paul				YES	Meeting Expectations
192	Lachey,Robert Kenneth		YES	Meeting Expectations	Yes	Meeting Expectations
193	LaPalombara,Paia		YES	Exceeding Expectations	YES	Exceeding Expectations
194	LaVrar,Jessica A		YES	Meeting Expectations	YES	Meeting Expectations
195	Lebel,Layne P				YES	Exceeding Expectations
196	Lewin,Dana Marlene		YES	Exceeding Expectations	YES	Meeting Expectations
197	Lewis,Tim A		YES	Exceeding Expectations	YES	Exceeding Expectations
198	Light,Kacey A		YES	Meeting Expectations	YES	Exceeding Expectations
199	Link,Julian A		YES	Exceeding Expectations	Yes	Meeting Expectations
200	Lipton,Kate		YES	Meeting Expectations		
201	Lorenz,Charles T		YES	Meeting Expectations		
202	Lucas,Marc Anthony		YES	Meeting Expectations	YES	Meeting Expectations
203	Lush,Mitchell Thomas		YES	Meeting Expectations		
204	Lutz Jr.,Stephen Anthony					
205	Lynch,Makena Rae		YES	Exceeding Expectations	YES	Exceeding Expectations
206	MacInnes,Jennifer		YES	Meeting Expectations	YES	Meeting Expectations
207	Mack-Robinson,Andre		YES	Meeting Expectations	YES	Opportunity for improvement
208	Magers,Victoria Katelyn		Yes	Exceeding Expectations	YES	Meeting Expectations
209	Marotti,Michael Anthony					
210	Martin,Jarred James		YES	Meeting Expectations	YES	Exceeding Expectations
211	Mason,Darren		YES	Meeting Expectations	YES	Meeting Expectations
212	Mason,Heather					
213	Matusz,Philip D.					
214	McCloy,Jessica		YES	Meeting Expectations		
215	McCuiston,Dustin Thomas		YES	Meeting Expectations	YES	Meeting Expectations
216	McDonald,Sharonda		YES			

	G	H	I	L
181	Yes	Exceeding Expectations		
182	Yes	Exceeding Expectations		
183	Yes	Exceeding Expectations		
184	Yes	Exceeding Expectations		
185	Yes	Meeting Expectations		
186	Yes	Exceeding Expectations		
187	Yes	Exceeding Expectations		
188	Yes	Exceeding Expectations		
189	Yes	Exceeding Expectations		
190	Yes	Exceeding Expectations		
191				
192	Yes	Meeting Expectations		
193	Yes	Exceeding Expectations		
194	Yes	Meeting Expectations		
195	YES	Exceeding Expectations		
196	YES	Meeting Expectations		
197	Yes	Meeting Expectations		
198	Yes	Exceeding Expectations		
199	Yes	Exceeding Expectations		
200	Yes	Meeting Expectations		
201	Yes	Exceeding Expectations		
202				
203	Yes	Meeting Expectations		
204				
205	Yes	Exceeding Expectations		
206				
207				needs overall rating
208	Yes	Meeting Expectations		needs overall rating
209				
210	Yes	Meeting Expectations		
211	Yes	Meeting Expectations		
212				
213	Yes	Exceeding Expectations		
214				
215	Yes	Meeting Expectations		
216				



	A	B	C	D	E	F
217	McGhee,Melissa J		YES	Meeting Expectations		
218	McGuff,Kevin P		YES	Meeting Expectations	YES	Exceeding Expectations
219	McIntyre,Madeline		YES	Meeting Expectations	YES	Meeting Expectations
220	McKee,Kyle Patrick		YES	Meeting Expectations	YES	Exceeding Expectations
221	McLafferty,Scott A		YES	Exceeding Expectations		
222	McMickle,Sean Alexander		YES	Exceeding Expectations	Yes	Exceeding Expectations
223	McMillen,Milica		YES	Meeting Expectations	YES	Exceeding Expectations
224	McQuinn,Miles Alexander		YES	Exceeding Expectations	YES	Exceeding Expectations
225	Mergner,James G					
226	Meyer,Urban F					
227	Milan,Robert Matthew		YES	Exceeding Expectations	YES	Meeting Expectations
228	Milev,Emil		YES	Meeting Expectations	YES	Meeting Expectations
229	Miller,Andrea N.		YES	Meeting Expectations	YES	Exceeding Expectations
230	Miller,Steven				YES	Exceeding Expectations
231	Mitchell,Mark S					
232	Moling,Andrew Jacob		YES	Meeting Expectations	YES	Exceeding Expectations
233	Molyet,Adam J		YES	Exceeding Expectations	YES	Exceeding Expectations
234	Monahan,Randy Scott		YES	Meeting Expectations		
235	Morando,Alex James					
236	Morris,William Donald		YES	Meeting Expectations	YES	Exceeding Expectations
237	Moseley,James B.		YES	Meeting Expectations	YES	Meeting Expectations
238	Mouzon,Marty R					
239	Moxley,Donald Paul					
240	Muffet,Ashley Marie					
241	Mullinix,Elizabeth Ann		YES	Exceeding Expectations	YES	Exceeding Expectations
242	Mullins,Kristine		YES	Meeting Expectations		
243	Murphy,Maura		YES	Meeting Expectations	YES	Exceeding Expectations
244	Muzerall,Nadine Kirsti		YES	Exceeding Expectations	YES	Exceeding Expectations
245	Myers,Nicholas Gregory		YES	Meeting Expectations	YES	Exceeding Expectations
246	Myers,William Steven		YES	Exceeding Expectations		
247	Nazlymov,Vladimir		YES	Meeting Expectations	YES	Exceeding Expectations
248	Needham,Michael J.					
249	Neri,Kevin Thomas		YES	Meeting Expectations	Yes	Meeting Expectations
250	Netti,Michael Stephen					
251	Newby,Connie Leah		YES	Meeting Expectations	YES	Meeting Expectations
252	Nichols,Rachel L		YES	Meeting Expectations	YES	Exceeding Expectations

	G	H	I	L
217	Yes	Exceeding Expectations		
218				
219				
220	Yes	Meeting Expectations		
221	Yes	Exceeding Expectations		
222	Yes	Exceeding Expectations		
223				
224	Yes	Exceeding Expectations		
225				
226	Yes	Exceeding Expectations		
227	Yes	Exceeding Expectations		
228	Yes	Meeting Expectations		
229	Yes	Exceeding Expectations		
230	Yes	Exceeding Expectations		
231				
232	Yes	Exceeding Expectations		
233	Yes	Exceeding Expectations		
234				
235	Yes	Exceeding Expectations		
236	Yes	Exceeding Expectations		
237	Yes	Opportunity for improvement		
238	Yes	Exceeding Expectations		
239				
240	YES	Exceeding Expectations		
241	Yes	Exceeding Expectations		
242	YES	Exceeding Expectations		
243	Yes	Exceeding Expectations		
244	Yes	Exceeding Expectations		
245	Yes	Exceeding Expectations		
246				
247				
248				
249	Yes	Meeting Expectations		
250				
251				
252				

	A	B	C	D	E	F
253	Nicholson, Michael William		YES	Exceeding Expectations	YES	Exceeding Expectations
254	Nicol, Amy M		Yes	Exceeding Expectations	YES	Meeting Expectations
255	Noga, Kirkland D		YES	Meeting Expectations		
256	Novak, Jennifer L		YES	Meeting Expectations	YES	Meeting Expectations
257	Null, James R		YES	Meeting Expectations	YES	Exceeding Expectations
258	Nushart, Katherine A.				YES	Meeting Expectations
259	O'Brien, Vincent John					
260	Odierno, Frank Robert				YES	Exceeding Expectations
261	Odoguardi, Joseph J.		YES	Exceeding Expectations	YES	Exceeding Expectations
262	Olinger, Andrew Donald				YES	Exceeding Expectations
263	Olms, Peter Joel		YES	Meeting Expectations	YES	Meeting Expectations
264	Olson Snider, Stacy J.		YES	Meeting Expectations	YES	Meeting Expectations
265	Oman, Janine Leigh		YES	Exceeding Expectations	YES	Exceeding Expectations
266	Packer, Brent William				YES	Meeting Expectations
267	Palazeti, Nicholas Hover					
268	Pantoni, Mark		YES	Exceeding Expectations	YES	Exceeding Expectations
269	Pardi Perera, Homero Antonio		YES	Meeting Expectations	Yes	Meeting Expectations
270	Parker, Leann Behrens					
271	Patko, Donald Anthony		YES	Meeting Expectations	YES	Meeting Expectations
272	Paulicivic, Meredith K		YES	Meeting Expectations		
273	Paxson, Johnathan James		YES	Exceeding Expectations	YES	Exceeding Expectations
274	Pearce, Adam Troy					
275	Pedon, Ryan Thomas					
276	Penn, James Donell					
277	Penner, Michael		YES	Exceeding Expectations	YES	Exceeding Expectations
278	Perez, Justin		YES	Exceeding Expectations	YES	Meeting Expectations
279	Perkins, Christopher Sean		YES	Meeting Expectations	YES	Meeting Expectations
280	Perry, James Edward					
281	Petit, Gary M					
282	Pipia, Joseph A		YES	Exceeding Expectations	YES	Exceeding Expectations
283	Powell, Thomas Arthur		YES	Opportunity for improvement		
284	Precht, Sarah L		YES	Meeting Expectations	YES	Meeting Expectations
285	Quebedeaux, Clare					
286	Quisenberry, Mark W		YES	Exceeding Expectations	YES	Meeting Expectations
287	Ralston, Erin Scheper		YES	Exceeding Expectations	YES	Exceeding Expectations
288	Rea, Matthew Timothy		YES	Exceeding Expectations	YES	Exceeding Expectations

	G	H	I	L
253	Yes	Meeting Expectations		
254				
255	Yes	Meeting Expectations		
256	Yes	Exceeding Expectations		
257	Yes	Meeting Expectations		
258	Yes	Meeting Expectations		
259				
260	Yes	Opportunity for improvement		
261	Yes	Exceeding Expectations		
262	Yes	Meeting Expectations		
263	Yes	Exceeding Expectations		
264	Yes	Meeting Expectations		
265	Yes	Exceeding Expectations		
266	Yes	Exceeding Expectations		
267	Yes	Exceeding Expectations		
268	Yes	Exceeding Expectations		
269	Yes	Meeting Expectations		
270	Yes	Meeting Expectations		
271	Yes	Meeting Expectations		
272	Yes	Meeting Expectations		
273	Yes	Exceeding Expectations		
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277	Yes	Exceeding Expectations		
278	Yes	Exceeding Expectations		
279	Yes	Exceeding Expectations		
280				
281	Yes	Exceeding Expectations		
282	Yes	Exceeding Expectations		
283	Yes	Meeting Expectations		
284	Yes	Meeting Expectations		
285				
286	Yes	Exceeding Expectations		
287	Yes	Exceeding Expectations		
288	Yes	Exceeding Expectations		



	A	B	C	D	E	F
289	Reid, Madison Nicole					
290	Richard, Shaun		YES	Meeting Expectations	YES	Meeting Expectations
291	Richardson, David A					
292	Ries, Kevin A		YES	Meeting Expectations	YES	Meeting Expectations
293	Risch, Jennifer May		YES	Meeting Expectations	YES	Meeting Expectations
294	Robertson, Michael L.					
295	Robinson, Khadevis K					
296	Robinson, William G.		YES	Meeting Expectations		
297	Rodgers III, Earl C		YES	Exceeding Expectations	YES	Exceeding Expectations
298	Rohlik, Steve E		YES	Exceeding Expectations	yes	Exceeding Expectations
299	Romankov, Dmitri		YES	Opportunity for improvement		
300	Romanoff, Lawrence Michael		YES	Meeting Expectations	YES	Meeting Expectations
301	Ross, John Bradley					
302	Ross, Nora K		YES		YES	Meeting Expectations
303	Rost, Jason Allan		YES			
304	Rowley, Ethan R		YES	Meeting Expectations	YES	Meeting Expectations
305	Rule, Jason Michael		YES	Exceeding Expectations	YES	Meeting Expectations
306	Ruschmann, Nicholas Michael		YES	Meeting Expectations		
307	Rutherford, Madison Paige		YES	Exceeding Expectations		
308	Ryan, Thomas Shaun					
309	Rybak, Brett R					
310	Sabau, Diana L H		YES	Exceeding Expectations	YES	Exceeding Expectations
311	Samuels, Joshua Paul		YES	Exceeding Expectations	YES	Meeting Expectations
312	Santeramo, Michael Christopher				YES	Meeting Expectations
313	Scarbrough, Brett P.		YES		YES	Exceeding Expectations
314	Scarbrough, Jennifer				YES	Meeting Expectations
315	Schaub, Melissa A		YES	Meeting Expectations	YES	Meeting Expectations
316	Scheier, Adam Jason					
317	Schiano, Gregory E					
318	Schmitt, Alicia Marie				YES	Exceeding Expectations
319	Schoenly, Kelly Kovach					
320	Schrage, Michael Patrick					
321	Schreiber, Benjamin Edward		YES	Meeting Expectations	YES	Meeting Expectations
322	Sefchick, Randy Martin					
323	Sefner, Heather M		YES	Exceeding Expectations	YES	Exceeding Expectations
324	Seitz, Brian Matthew					

	G	H	I	L
289				
290	YES	Meeting Expectations		
291				
292	YES	Meeting Expectations		
293				
294	Yes	Exceeding Expectations		
295	Yes	Meeting Expectations		
296	Yes	Meeting Expectations		
297	Yes	Exceeding Expectations		
298	Yes	Exceeding Expectations		
299				
300	Yes	Meeting Expectations		
301	Yes	Exceeding Expectations		
302	Yes	Meeting Expectations		
303	Yes	Meeting Expectations		
304				
305	Yes	Exceeding Expectations		
306				
307	Yes	Exceeding Expectations		
308	Yes	Meeting Expectations		
309	Yes	Meeting Expectations		
310	Yes	Exceeding Expectations		
311	Yes	Exceeding Expectations		
312				
313	Yes	Exceeding Expectations		
314	Yes	Meeting Expectations		
315	Yes	Meeting Expectations		
316				
317				
318	Yes	Meeting Expectations		
319	Yes	Meeting Expectations		
320				
321	Yes	Meeting Expectations		
322	Yes	Exceeding Expectations		
323	Yes	Exceeding Expectations		
324				

	A	B	C	D	E	F
325	Selby, Jacob A		YES	Meeting Expectations		
326	Sharipov, Rustam		YES	Meeting Expectations	YES	Meeting Expectations
327	Sharp, Raymond Salu		YES	Meeting Expectations	YES	Meeting Expectations
328	Sheldon II, Gary L		YES	Meeting Expectations	YES	Meeting Expectations
329	Shelton, Thornton E.		YES	Meeting Expectations	YES	Meeting Expectations
330	Shields, Catherine		YES	Meeting Expectations	YES	Exceeding Expectations
331	Shingledecker, Kathleen		YES	Meeting Expectations	YES	Meeting Expectations
332	Shockley, Katherine Lynn		YES	Meeting Expectations	YES	Meeting Expectations
333	Silverman, Samuel Taylor		Yes	Exceeding Expectations	YES	Exceeding Expectations
334	Singleton, Jason Jamal		Yes		YES	Meeting Expectations
335	Singleton, Taran		YES	Meeting Expectations	YES	Exceeding Expectations
336	Smerdin, Aleksandr		YES	Meeting Expectations	YES	Exceeding Expectations
337	Smith, Bradley McMahan		YES	Meeting Expectations	YES	Meeting Expectations
338	Smith, Carolyn M		YES	Exceeding Expectations	YES	Meeting Expectations
339	Smith, Eugene Dubois					
340	Smith, Megan Grace		YES	Exceeding Expectations	YES	Exceeding Expectations
341	Smith, Michael David		YES	Meeting Expectations	YES	Meeting Expectations
342	Smith, Zachary					
343	Snoke, Kyle Cameron					
344	Soboslai, Jan Elizabeth		YES	Exceeding Expectations	YES	Exceeding Expectations
345	Sochor, Justin T					
346	Sow, Ndiouga Juga		YES	Meeting Expectations	YES	Meeting Expectations
347	Spencer, Candice		YES	Exceeding Expectations	YES	Meeting Expectations
348	Sponseller, Abbey				YES	Meeting Expectations
349	Spurlock, Benjamin Michael		YES	Opportunity for improvement	YES	Opportunity for improvement
350	St. John, Siobhan		YES	Meeting Expectations	YES	Meeting Expectations
351	Stafford, Michael Dale		YES	Meeting Expectations	YES	Meeting Expectations
352	Stamper, Ryan Michael		Yes	Exceeding Expectations	YES	Meeting Expectations
353	Stanek, Joseph Henry				YES	Meeting Expectations
354	Stephens, Wayne Robert		YES	Exceeding Expectations	YES	Exceeding Expectations
355	Stewart, Adam R					
356	Straub, Mitchell		YES	Exceeding Expectations	YES	Exceeding Expectations
357	Streng, Megan		YES	Meeting Expectations	YES	Opportunity for Improvement
358	Stropes, Diana Lynn		YES	Opportunity for improvement		
359	Studrawa, Gregory John					
360	Stufflebeam, Kenton J		YES	Exceeding Expectations	YES	Meeting Expectations

	G	H	I	L
325	Yes	Meeting Expectations		GA
326	Yes	Meeting Expectations		
327	Yes	Meeting Expectations		
328	Yes	Meeting Expectations		
329	Yes	Meeting Expectations		
330	Yes	Exceeding Expectations		
331	Yes	Meeting Expectations		
332	Yes	Meeting Expectations		
333	Yes	Exceeding Expectations		
334				
335				
336				
337	Yes	Opportunity for improvement		Waiting on missing pieces of review
338				
339				
340				
341	Yes	Exceeding Expectations		
342				
343				
344	Yes	Exceeding Expectations		
345	Yes	Meeting Expectations		
346	Yes	Exceeding Expectations		
347	Yes	Meeting Expectations		
348				
349	Yes	Opportunity for improvement		
350	Yes	Meeting Expectations		
351				
352	Yes	Exceeding Expectations		
353	Yes	Meeting Expectations		
354				
355	Yes	Exceeding Expectations		
356				
357				
358	Yes	Opportunity for improvement		
359				
360	Yes	Exceeding Expectations		



	A	B	C	D	E	F
361	Suarez-Ayme,Casimiro S		YES	Meeting Expectations	YES	Exceeding Expectations
362	Sullivan,Barbara					
363	Swaney,Joel		YES	Exceeding Expectations		
364	Swanson,Natalie Michele		YES	Exceeding Expectations	YES	Exceeding Expectations
365	Swartz,Brad T		YES	Exceeding Expectations		
366	Swartz,Zachary J		YES	Exceeding Expectations	YES	Meeting Expectations
367	Sweeney,Kathleen Rita		YES	Meeting Expectations	YES	Exceeding Expectations
368	Tanoue,Ryan T		YES	Exceeding Expectations	YES	Exceeding Expectations
369	Tansel,Bryon Donald		YES	Meeting Expectations	YES	Meeting Expectations
370	Teitelbaum,Andrew L		YES	Meeting Expectations		
371	Tempel,Quinn Andrew		Yes	Exceeding Expectations	YES	Exceeding Expectations
372	Tenenbaum,Robert					
373	Terwilliger,William E		Yes	Meeting Expectations	YES	Meeting Expectations
374	Thurin,Matthew D					
375	Timbs,Nickolai C					
376	Tipple,Luke Anthony					
377	Toy,Lily		YES	Meeting Expectations	YES	Meeting Expectations
378	Trubisky,Daniel Laird		YES	Exceeding Expectations		
379	Tucker,Tony Ramon		YES	Meeting Expectations	YES	Meeting Expectations
380	Tucker,Ty G		YES	Meeting Expectations	YES	Meeting Expectations
381	Turner III,Wilbert H		YES	Exceeding Expectations	YES	Exceeding Expectations
382	Uhlenhake,Jeffrey A					
383	Van Fleet,Kyle Osborn		YES	Meeting Expectations	YES	Meeting Expectations
384	Vannatta,Julie		YES	Exceeding Expectations	YES	Exceeding Expectations
385	Vargo Brown,Holly S		YES	Meeting Expectations		
386	Venechanos,Alexis N		YES	Meeting Expectations	YES	Meeting Expectations
387	Vergote,Sara					
388	Voltolini,Brian					
389	Waite,Ben		YES	Meeting Expectations	YES	Meeting Expectations
390	Walden,Michael James		YES	Exceeding Expectations	YES	Exceeding Expectations
391	Walker,Kaitlin Elizabeth		YES	Exceeding Expectations	YES	Meeting Expectations
392	Walker,Lori Ayn		YES	Exceeding Expectations	YES	Meeting Expectations
393	Wallenberg,Daniel J.		YES	Meeting Expectations	YES	Meeting Expectations
394	Warren,Shelaine Larson		YES	Meeting Expectations	YES	Meeting Expectations
395	Wasson,Lucas		YES	Meeting Expectations		
396	Weininger,Joseph Aaron		YES	Exceeding Expectations	YES	Exceeding Expectations

	G	H	I	L
361	Yes	Exceeding Expectations		
362				
363				
364				
365	Yes	Exceeding Expectations		
366	Yes	Exceeding Expectations		
367	Yes	Exceeding Expectations		
368	Yes	Exceeding Expectations		
369				
370	Yes	Meeting Expectations		
371	Yes	Exceeding Expectations		
372	Yes	Meeting Expectations		
373	Yes	Exceeding Expectations		
374				
375				
376				
377	Yes	Meeting Expectations		
378	Yes	Exceeding Expectations		
379				
380	Yes	Exceeding Expectations		
381	Yes	Meeting Expectations		
382				
383				needs overall rating
384				
385	Yes	Meeting Expectations		
386	Yes	Opportunity for improvement		
387	Yes	Exceeding Expectations		
388				
389	Yes	Meeting Expectations		
390	Yes	Meeting Expectations		
391				
392	Yes	Meeting Expectations		
393	Yes	Opportunity for improvement		
394	Yes	Meeting Expectations		
395				
396	Yes	Exceeding Expectations		

	A	B	C	D	E	F
397	Wick,Sarah Tilton		Yes	Meeting Expectations		
398	Wilkinson,Anne Hilaire		YES	Meeting Expectations	YES	Meeting Expectations
399	Wilson,Kevin R.					
400	Windle,Lauren Birnie		YES	Meeting Expectations		
401	Wojciechowski,Mackenzie		YES	Meeting Expectations	YES	Meeting Expectations
402	Wolf,Neal Nicholas				YES	Exceeding Expectations
403	Wolfrum,Jordan Celeste		YES	Opportunity for improvement		
404	Wood,James M		YES	Meeting Expectations	YES	Meeting Expectations
405	Woods,Nicole Oforiwa		YES	Meeting Expectations	YES	Meeting Expectations
406	Wright,Chad J					
407	Yackee,Philip John		YES	Meeting Expectations	YES	Meeting Expectations
408	Yeagley,Jonathan D		YES	Exceeding Expectations	YES	Exceeding Expectations
409	Zennaro, Matteo				YES	Meeting Expectations
410	Amberg,Grace					
411	Anderson,Megan					
412	Collins,Zach					
413	D'Agostino,Joe					
414	Dudley,Luke					
415	Fratianne,Nicole					
416	Hawkins,Don					
417	Kessen,Chase					
418	Maisonneuve,Brian					
419	Seagle,Kalee					
420	Speer,Ryan					
421	Sullivan,Jennifer					
422	Turner,Amy					

	G	H	I	L
397				
398	Yes	Meeting Expectations		
399				
400	Yes	Meeting Expectations		
401				
402	Yes	Exceeding Expectations		
403				
404	Yes	Meeting Expectations		
405	Yes	Meeting Expectations		
406				
407	Yes	Meeting Expectations		
408	Yes	Meeting Expectations		
409				
410	Yes	Meeting Expectations		
411	Yes			
412	Yes	Meeting Expectations		
413	Yes	Meeting Expectations		
414	Yes	Meeting Expectations		
415	Yes	Meeting Expectations		
416	Yes	Opportunity for improvement		
417	Yes	Meeting Expectations		
418	Yes			
419	Yes	Meeting Expectations		
420	Yes	Exceeding Expectations		
421	Yes	Meeting Expectations		
422	Yes	Meeting Expectations		

**Sent:** Friday, August 03, 2018 3:21 PM  
**To:** Tobias, Jessica L.; Glaros, Chris M.  
**Subject:** Requested Additional Information  
**Attachments:** Smith, Zach file part 1.pdf, Smith, Zach file part 2.pdf, Smith, Zach file part 3.pdf, Coach transaction list 0615-0818.xlsx

Jessica and Chris,

Per our discussion last evening, I am sending you the additional information that was requested:

1. Zach Smith's personnel file (containing performance reviews and contracts).
2. List of coaches that have left between June 2015 to current.

Chris, per your request, I have also reviewed all employee relations files and cannot find any dealing with domestic violence.

If there is further information needed, please let me know.

Thank you,

**KRISSY MULLINS** 

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	A	B	C	D	E	F	G	H	I
1	Business Email Id	Calendar Yr	College Trans Category Desc	College Trans Desc	College Trans Group Desc	Employee ID	Fiscal Year	Full Name	Job Cd
2	studrawa.1@osu.edu	2016	Hire	Temp / Term to Regular	External		FY 2015 - 2016	Studrawa,Gregory John	0567
3	wilson.3804@osu.edu	2017	Hire	New Hire	External		FY 2016 - 2017	Wilson,Kevin R.	0567
4	day.603@osu.edu	2017	Hire	New Hire	External		FY 2016 - 2017	Day,Ryan Patrick	0567
5	hinton.49@osu.edu	2015	Hire	Rehire	External		FY 2015 - 2016	Hinton,Timmy Scott	0567
6	coombs.38@osu.edu	2015	Hire	Rehire	External		FY 2015 - 2016	Coombs,Kerry Spencer	0567
7	johnson.3366@osu.edu	2018	Hire	Rehire	External		FY 2017 - 2018	Johnson,Taver Renard	0567
8	schiano.4@osu.edu	2016	Hire	Temp / Term to Regular	External		FY 2015 - 2016	Schiano,Gregory E	0567
9	davis.5323@osu.edu	2017	Hire	Temp / Term to Regular	External		FY 2016 - 2017	Davis,William S.	0567
10	grinch.10@osu.edu	2018	Hire	Temp / Term to Regular	External		FY 2017 - 2018	Grinch,Alexander Gregory	0567
11	studrawa.1@osu.edu	2016	Promotion	Promotion	Promotion		FY 2015 - 2016	Studrawa,Gregory John	0567
12	schiano.4@osu.edu	2016	Promotion	Promotion	Promotion		FY 2015 - 2016	Schiano,Gregory E	0567
13	hartline.12@osu.edu	2018	Promotion	Promotion	Promotion		FY 2018 - 2019	Hartline,Brian J	0567
14	grinch.10@osu.edu	2018	Promotion	Promotion	Promotion		FY 2017 - 2018	Grinch,Alexander Gregory	0567
15	fickell.4@osu.edu	2017	Separation	Resignation	Termination		FY 2016 - 2017	Fickell,Luke Joseph	0567
16	smith.8398@osu.edu	2018	Separation	Resignation	Termination		FY 2018 - 2019	Smith,Zachary	0567
17	hinton.49@osu.edu	2015	Separation	Resignation	Termination		FY 2015 - 2016	Hinton,Timmy Scott	0567
18	warinner.4@osu.edu	2017	Separation	Resignation	Termination		FY 2016 - 2017	Warinner,Edmond Paul	0567
19	coombs.38@osu.edu	2018	Separation	Resignation	Termination		FY 2017 - 2018	Coombs,Kerry Spencer	0567
20	coombs.38@osu.edu	2015	Separation	Resignation	Termination		FY 2015 - 2016	Coombs,Kerry Spencer	0567
21	ash.121@osu.edu	2016	Separation	Resignation	Termination		FY 2015 - 2016	Ash,Chris Allen	0567
22	beck.672@osu.edu	2017	Separation	Resignation	Termination		FY 2016 - 2017	Beck,Timothy G	0567

	J	K	L	M	N	O	P	Q	R	S
1	Job Cd Desc	Last Name	Middle Name	Month Long Name	Month Nbr	Month Yr Short Name	Name N	Psn Num	Reports To Email	Reports To ID
2	Assistant Coach-Major Sports	Studrawa	John	January	1	Jan 2016	studrawa.1	00002760	meyer.914@osu.edu	
3	Assistant Coach-Major Sports	Wilson	R.	January	1	Jan 2017	wilson.3804	00080216	meyer.914@osu.edu	
4	Assistant Coach-Major Sports	Day	Patrick	January	1	Jan 2017	day.603	00017561	meyer.914@osu.edu	
5	Assistant Coach-Major Sports	Hinton	Scott	July	7	Jul 2015	hinton.49	00079895	meyer.914@osu.edu	
6	Assistant Coach-Major Sports	Coombs	Spencer	July	7	Jul 2015	coombs.38	00079891	meyer.914@osu.edu	
7	Assistant Coach-Major Sports	Johnson	Renard	February	2	Feb 2018	johnson.3366	00079891	meyer.914@osu.edu	
8	Assistant Coach-Major Sports	Schiano	E	January	1	Jan 2016	schiano.4	00079872	meyer.914@osu.edu	
9	Assistant Coach-Major Sports	Davis	S.	January	1	Jan 2017	davis.5323	00010935	meyer.914@osu.edu	
10	Assistant Coach-Major Sports	Grinch	Gregory	January	1	Jan 2018	grinch.10	00142196	meyer.914@osu.edu	
11	Assistant Coach-Major Sports	Studrawa	John	January	1	Jan 2016	studrawa.1	00002760	meyer.914@osu.edu	
12	Assistant Coach-Major Sports	Schiano	E	January	1	Jan 2016	schiano.4	00079872	meyer.914@osu.edu	
13	Assistant Coach-Major Sports	Hartline	J	July	7	Jul 2018	hartline.12	00024397	meyer.914@osu.edu	
14	Assistant Coach-Major Sports	Grinch	Gregory	January	1	Jan 2018	grinch.10	00142196	meyer.914@osu.edu	
15	Assistant Coach-Major Sports	Fickell	Joseph	January	1	Jan 2017	fickell.4	00080216	meyer.914@osu.edu	
16	Assistant Coach-Major Sports	Smith	-	July	7	Jul 2018	smith.8398	00024397	meyer.914@osu.edu	
17	Assistant Coach-Major Sports	Hinton	Scott	July	7	Jul 2015	hinton.49	00079895	meyer.914@osu.edu	
18	Assistant Coach-Major Sports	Warinner	Paul	January	1	Jan 2017	warinner.4	00079894	meyer.914@osu.edu	
19	Assistant Coach-Major Sports	Coombs	Spencer	January	1	Jan 2018	coombs.38	00079891	meyer.914@osu.edu	
20	Assistant Coach-Major Sports	Coombs	Spencer	July	7	Jul 2015	coombs.38	00079891	meyer.914@osu.edu	
21	Assistant Coach-Major Sports	Ash	Allen	January	1	Jan 2016	ash.121	00079872	meyer.914@osu.edu	
22	Assistant Coach-Major Sports	Beck	G	January	1	Jan 2017	beck.672	00017561	meyer.914@osu.edu	

	T	U	V	W
1	Reports To Name	Reports To Psn Num	Transaction Dt	Working Title
2	Meyer,Urban F	00023104	1/14/2016	Assistant Coach-Football
3	Meyer,Urban F	00023104	1/9/2017	Assistant Coach - Football
4	Meyer,Urban F	00023104	1/9/2017	Assistant Coach-Football
5	Meyer,Urban F	00023104	7/2/2015	Assistant Coach - Football
6	Meyer,Urban F	00023104	7/2/2015	Assistant Coach-Football
7	Meyer,Urban F	00023104	2/12/2018	Assistant Coach-Football
8	Meyer,Urban F	00023104	1/7/2016	Assistant Coach - Football
9	Meyer,Urban F	00023104	1/3/2017	Assistant Coach-Football
10	Meyer,Urban F	00023104	1/9/2018	Assistant Coach-Football
11	Meyer,Urban F	00023104	1/14/2016	Assistant Coach-Football
12	Meyer,Urban F	00023104	1/7/2016	Assistant Coach - Football
13	Meyer,Urban F	00023104	7/26/2018	Interim Assistant Coach
14	Meyer,Urban F	00023104	1/9/2018	Assistant Coach-Football
15	Meyer,Urban F	00023104	1/3/2017	Assistant Coach - Football
16	Meyer,Urban F	00023104	7/24/2018	Assistant Coach- Football
17	Meyer,Urban F	00023104	7/1/2015	Assistant Coach - Football
18	Meyer,Urban F	00023104	1/14/2017	Assistant Coach - Football
19	Meyer,Urban F	00023104	1/27/2018	Assistant Coach-Football
20	Meyer,Urban F	00023104	7/1/2015	Assistant Coach-Football
21	Meyer,Urban F	00023104	1/3/2016	Assistant Coach - Football
22	Meyer,Urban F	00023104	1/5/2017	Assistant Coach-Football



**From:** Mullins, Krissy  
**Sent:** Thursday, August 02, 2018 10:50 AM  
**To:** Stamper, Ryan M.  
**Subject:** FW: phone records

Ryan,

Thanks for speaking with me this morning when I instructed you not to delete any texts or emails from your phone that have anything to do with Zach Smith or Courtney Smith. This would include texts or emails to/from Zach or Courtney as well as texts or emails with other people that relate to Zach or Courtney. As we discussed verbally, we request that you not destroy or dispose of any information that might at all relate to any of these issues. That includes not deleting records and not deleting anything on your social media accounts. It's in both your interest and the University's that we maintain the integrity of any relevant records, including the social media content. Any attempt to alter or delete anything would, in itself, violate university policy. Please preserve all documents, emails, voicemails, social media messages, images, and videos in their entirety until further notice. I will follow-up with you to ask that you formally certify compliance with this request.

Second, we want to remind you that retaliation is strictly prohibited by both the law and university policy. Retaliation includes anything that involves taking action against an employee in order to "get back at them" for reporting or voicing their concerns about any of these issues. Please do not take any steps that any of your colleagues or associates might construe as retaliatory.

And, while you may absolutely seek advice of your own personal legal counsel, we request that you otherwise keep this investigation confidential. You may also bring a support person to any future meetings or interviews regarding these issues.

Finally, we do understand that investigations of this kind can be very difficult. I want to let you know that you can come to me at any time with any questions about the process and that as this moves along we will of course be giving you an opportunity to provide us with information. I also want to remind you that at all times you also have access to our Employee Assistance Program (EAP). I encourage you to call and make use of this confidential resource as you think appropriate.

Thank you,

**KRISSY MULLINS** 

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**From:** Mullins, Krissy  
**Sent:** Thursday, August 02, 2018 10:50 AM  
**To:** deFries, Hiram A.  
**Subject:** phone records

Hiram,

Thanks for speaking with me this morning when I instructed you not to delete any texts or emails from your phone that have anything to do with Zach Smith or Courtney Smith. This would include texts or emails to/from Zach or Courtney as well as texts or emails with other people that relate to Zach or Courtney. As we discussed verbally, we request that you not destroy or dispose of any information that might at all relate to any of these issues. That includes not deleting records and not deleting anything on your social media accounts. It's in both your interest and the University's that we maintain the integrity of any relevant records, including the social media content. Any attempt to alter or delete anything would, in itself, violate university policy. Please preserve all documents, emails, voicemails, social media messages, images, and videos in their entirety until further notice. I will follow-up with you to ask that you formally certify compliance with this request.

Second, we want to remind you that retaliation is strictly prohibited by both the law and university policy. Retaliation includes anything that involves taking action against an employee in order to "get back at them" for reporting or voicing their concerns about any of these issues. Please do not take any steps that any of your colleagues or associates might construe as retaliatory.

And, while you may absolutely seek advice of your own personal legal counsel, we request that you otherwise keep this investigation confidential. You may also bring a support person to any future meetings or interviews regarding these issues.

Finally, we do understand that investigations of this kind can be very difficult. I want to let you know that you can come to me at any time with any questions about the process and that as this moves along we will of course be giving you an opportunity to provide us with information. I also want to remind you that at all times you also have access to our Employee Assistance Program (EAP). I encourage you to call and make use of this confidential resource as you think appropriate.

Thank you,

**KRISSY MULLINS** 

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**From:** Hainer, Scott  
**Sent:** Monday, July 30, 2018 11:58 AM  
**To:** Mullins, Krissy; Johnson, Benjamin; Caldwell, Emily  
**Cc:** Moormann, Rob  
**Subject:** RE: Personnel File Requests: Zachary Smith [19-0111] [19-0116] [19-0132] [19-0145]

Ben and Emily,

Checking on the requests for Zach Smith's personnel file. We received Zach Smith personnel file requests from:

- 1) 19-0111 Nicholas Bona (ABC6/FOX28)
- 2) 19-0116 Brooke Stromp (ABC6/FOX28)
- 3) 19-0132 Daniel Murphy (ESPN)
- 4) 19-0145 Bill Landis (Cleveland.com/Plain Dealer)

Thanks!



**Scott A. Hainer**

Public Records Program Coordinator  
**Office of University Compliance and Integrity**  
South Campus Gateway, 21 E. 11th Ave., Columbus, OH 43201  
614-292-6459 Office  
[hainer.8@osu.edu](mailto:hainer.8@osu.edu) [osu.edu/compliance.osu.edu](http://osu.edu/compliance.osu.edu)

*Buckeyes consider the environment before printing.*

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**From:** Mullins, Krissy  
**Sent:** Friday, July 20, 2018 7:15 AM  
**To:** Hainer, Scott <[hainer.8@osu.edu](mailto:hainer.8@osu.edu)>; Johnson, Benjamin <[johnson.7149@osu.edu](mailto:johnson.7149@osu.edu)>; Caldwell, Emily <[caldwell.151@osu.edu](mailto:caldwell.151@osu.edu)>  
**Cc:** Moormann, Rob <[moormann.3@osu.edu](mailto:moormann.3@osu.edu)>; Vannatta, Julie <[vannatta.3@osu.edu](mailto:vannatta.3@osu.edu)>  
**Subject:** RE: Personnel File Requests: Zachary Smith [19-0111] and [19-0116]

Good Morning,  
Coach Smith and Gene have been notified.

Thank you,  
Krissy

---

**From:** Hainer, Scott  
**Sent:** Thursday, July 19, 2018 3:03 PM  
**To:** Johnson, Benjamin <[johnson.7149@osu.edu](mailto:johnson.7149@osu.edu)>; Caldwell, Emily <[caldwell.151@osu.edu](mailto:caldwell.151@osu.edu)>  
**Cc:** Moormann, Rob <[moormann.3@osu.edu](mailto:moormann.3@osu.edu)>; Vannatta, Julie <[vannatta.3@osu.edu](mailto:vannatta.3@osu.edu)>; Mullins, Krissy <[mullins.180@osu.edu](mailto:mullins.180@osu.edu)>  
**Subject:** RE: Personnel File Requests: Zachary Smith [19-0111] and [19-0116]

Ben and Emily,

Attached is Zach Smith's personnel file for provision to Nicholas Bona [19-0111] and Brooke Stromp [19-0116]. We made no redactions, so no additional response language is necessary. I've copied Julie and Krissy to coordinate any necessary notifications in Athletics.

Since the requesters are media, we assume you will be sending the responses. Let us know if you have any questions.

Thanks.



**Scott A. Hainer**

Public Records Program Coordinator

Office of University Compliance and Integrity

South Campus Gateway, 21 E. 11th Ave., Columbus, OH 43201

614-292-6459 Office

[hainer.8@osu.edu](mailto:hainer.8@osu.edu) [osu.edu/compliance.osu.edu](http://osu.edu/compliance.osu.edu)

*Buckeyes consider the environment before printing.*

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**From:** Johnson, Benjamin

**Sent:** Thursday, July 19, 2018 8:54 AM

**To:** Nicholas Bona <[nlbona@sbgvtv.com](mailto:nlbona@sbgvtv.com)>

**Cc:** Moormann, Rob <[moormann.3@osu.edu](mailto:moormann.3@osu.edu)>; Hainer, Scott <[hainer.8@osu.edu](mailto:hainer.8@osu.edu)>; Caldwell, Emily <[caldwell.151@osu.edu](mailto:caldwell.151@osu.edu)>

**Subject:** RE: Personnel File Request: Zachary Smith

Nick,

I've copied our public records team. We'll get to work on this.

Ben



**Benjamin Johnson**

Director, Media + Public Relations

University Communications

370E Bricker Hall, 190 North Oval Mall, Columbus, OH 43210

614.292.9681 Office / 614.306.9638 Mobile

[johnson.7149@osu.edu](mailto:johnson.7149@osu.edu) [news.osu.edu](http://news.osu.edu)

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**From:** Nicholas Bona [<mailto:nlbona@sbgvtv.com>]

**Sent:** Wednesday, July 18, 2018 6:58 PM

**To:** Johnson, Benjamin <[johnson.7149@osu.edu](mailto:johnson.7149@osu.edu)>

**Subject:** Personnel File Request: Zachary Smith

Ben,

Please accept this request from ABC 6/Fox 28 for the personnel file of Zachary Smith, who is currently the Wide Receivers Coach and Recruiting Coordinator for the Ohio State University Football Team.

**Nick Bona**

**Assignment Editor**

**WSYX/WTTE – ABC 6/FOX 28**

**(614) 481-6659 (newsroom)**

**From:** DeWitt, Jennifer A.  
**Sent:** Thursday, August 02, 2018 12:23 PM  
**To:** VanBrimmer, Richard  
**Cc:** Mullins, Krissy  
**Subject:** RE: Title IX

Hi Rick –

As a follow up to my other email, this was the training that was supposed to be completed in January... did they not take it??

Thanks!

**JENN DeWITT**

HR Manager | Ohio State Athletics & Business Advancement  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.292.4979  
F 614.292.0199  
[dewitt.132@osu.edu](mailto:dewitt.132@osu.edu)  
[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE

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**From:** VanBrimmer, Richard  
**Sent:** Thursday, August 02, 2018 12:07 PM  
**To:** DeWitt, Jennifer A. <[dewitt.132@osu.edu](mailto:dewitt.132@osu.edu)>  
**Cc:** Riggs, Xen <[riggs.44@osu.edu](mailto:riggs.44@osu.edu)>; Richard, Molly <[richard.164@osu.edu](mailto:richard.164@osu.edu)>  
**Subject:** FW: Title IX

Jenn – I went over to talk to my staff today about the current news, and the question came up “what are we obligated to do as employees (in regard to Title IX)?” Since none of us knew, I found the policy and read it, and shared the following with them. I’m guessing others may not know, or at least be confused by, what is being talked about in the news. It was a good “teaching moment” and maybe has some broader application to all our units? Thanks, rv



**Rick Van Brimmer**

Assistant Vice President, Business Advancement  
Affinity & Trademark Management  
Direct 614.292.7299

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**From:** VanBrimmer, Richard  
**Sent:** Thursday, August 2, 2018 12:02 PM  
**To:** [conrad.400@osu.edu](mailto:conrad.400@osu.edu); Karen Dertinger - Senior VP-Executive Officer ([dertinger.5@busfin.osu.edu](mailto:dertinger.5@busfin.osu.edu)) <[dertinger.5@busfin.osu.edu](mailto:dertinger.5@busfin.osu.edu)>; Littler, Christopher <[littler.15@osu.edu](mailto:littler.15@osu.edu)>; Rob Cleveland - Senior VP-Executive Officer ([cleveland.35@osu.edu](mailto:cleveland.35@osu.edu)) <[cleveland.35@osu.edu](mailto:cleveland.35@osu.edu)>; [uhrick.4@osu.edu](mailto:uhrick.4@osu.edu); Webster, Gretchen ([webster.79@busfin.osu.edu](mailto:webster.79@busfin.osu.edu)) <[webster.79@osu.edu](mailto:webster.79@osu.edu)>  
**Subject:** Title IX

I hunted around a little and found the following documents – an FAQ, and the actual policy. I would suggest you read them and understand what your obligations are to each other, and to anyone we supervise, etc. From what I read, we are obligated to report ANY incident that we are aware of that involves any faculty, staff or student at Ohio State. While it is labeled “Sexual Misconduct,” it specifically addresses Domestic Violence, as well.

<https://hr.osu.edu/wp-content/uploads/policy115-faq-general.pdf>

<https://hr.osu.edu/wp-content/uploads/policy115.pdf>

Thank you Gretchen for asking the question. This is helpful in better understanding our responsibilities and obligations as employees. rv



**Rick Van Brimmer**

Assistant Vice President, Business Advancement  
Affinity & Trademark Management  
Direct 614.292.7299  
2400 Olentangy River Rd., E146  
Columbus OH 43210



	A	B	C	D	E
1	Demographics				
2	Full Name	Gender Desc	Ethnic Summary	Age	Working Title
3	Baseball				
4	Beals,Gregory D	Male	White	48	Head Coach-Baseball
5	Stafford,Michael Dale	Male	White	44	Associate Head Coach, Baseball
6	Angle,Matthew Ryan	Male	White	32	Assistant Coach-Baseball
7	Men's Basketball				
8	Holtmann,Christopher A	Male	White	46	Head Coach-Men's Basketball
9	Pedon,Ryan Thomas	Male	White	40	Assistant Coach M-Basketball
10	Schrage,Michael Patrick	Male	White	42	Assistant Coach M-Basketball
11	Johnson Jr.,Terry L	Male	Black	44	Assistant Coach M-Basketball
12	Women's Basketball				
13	McGuff,Kevin P	Male	White	48	Head Coach- Women's Basketball
14	Klein,Patrick William	Male	White	34	Assoc. Head Coach-W Basketball
15	Banks,Carrie L	Female	Black	39	Assistant Coach- W Basketball
16	Sullivan,Jennifer	Female	Black	35	Assistant Coach- W Basketball
17	Cheerleading				
18	Schreiber,Benjamin Edward	Male	White	35	Head Coach - Cheerleading
19	St. John,Siobhan	Female	Black	35	Assistant Coach - Cheerleading
20	Sharp,Raymond Salu	Male	Black	28	Assistant Coach-Cheerleading
21	Dance				
22	McGhee,Melissa J	Female	Hispanic	29	Dance Team Coach
23	Fencing				
24	Anthony Jr.,Donald	Male	Undiscld	61	Head Coach Fencing
25	Zennaro,Matteo	Male	White	42	Assistant Coach - Fencing
26	Field Hockey				
27	Martin,Jarred James	Male	White	36	Head Coach-Field Hockey
28	Lipton,Kate	Female	White	32	Assistant Coach Field Hockey
29	Pardi Perera,Homero Antonio	Male	Hispanic	38	Assistant Coach-Field Hockey
30	Football				
31	Meyer,Urban F	Male	White	54	Football Head Coach
32	Alford,Anthony J	Male	Black	49	Asst. Coach - Football
33	Davis,William S.	Male	White	52	Assistant Coach-Football
34	Day,Ryan Patrick	Male	White	39	Assistant Coach-Football
35	Grinch,Alexander Gregory	Male	White	38	Assistant Coach-Football
36	Johnson,Larry A.	Male	Black	66	Assistant Coach - Football

	A	B	C	D	E
37	Johnson,Taver Renard	Male	Black	46	Assistant Coach-Football
38	Schiano,Gregory E	Male	White	52	Assistant Coach - Football
39	Smith,Zachary	Male	White	34	Assistant Coach- Football
40	Studrawa,Gregory John	Male	White	53	Assistant Coach-Football
41	Wilson,Kevin R.	Male	White	56	Assistant Coach - Football
42	Dennis,Corey Michael	Male	White	25	Football QC - Offense
43	Fleming,Thomas Parker	Male	White	30	Football QC - Kicking
44	Fraser,Robert John	Male	White	55	Football QC - Defense
45	Hartline,Brian J	Male	White	31	Football QC - Offense
46	Thurin,Matthew D	Male	White	34	Football QC - Defense
47	<b>Men's Golf</b>				
48	Moseley,James B.	Male	White	33	Head Coach-Men's Golf
49	Smith,Bradley McMahan	Male	White	29	Assistant Coach-Men's Golf
50	<b>Women's Golf</b>				
51	Hession,Therese Ann	Female	White	60	Head Coach-Women's Golf
52	Olson,Stacy J.	Female	Undiscld	38	Asst. Coach--Women's Golf
53	<b>Men's Gymnastics</b>				
54	Sharipov,Rustam	Male	White	47	Head Coach-Men's Gymnastics
55	Gauthier,Robert R	Male	White	55	Asst. Coach-Men's Gymnastics
56	Suarez-Ayme,Casimiro S	Male	Hispanic	56	Asst. Coach-Men's Gymnastics
57	<b>Women's Gymnastics</b>				
58	Paulicivic,Meredith K	Female	White	47	Head Coach Women's Gymnastics
59	Monahan,Randy Scott	Male	White	35	Asst. Coach Women's Gymnastics
60	Wasson,Lucas	Male	White	35	Asst. Coach Women's Gymnastics
61	<b>Men's Ice Hockey</b>				
62	Rohlik,Steve E	Male	White	50	Head Coach-Men's Ice Hockey
63	Miller,Steven	Male	White	53	Assoc. Head Coach - MIH
64	Bittner,Justine Matthew	Male	White	36	Asst. Coach Men's Ice Hockey
65	<b>Women's Ice Hockey</b>				
66	Muzerall,Nadine Kirsti	Female	Undiscld	39	Head Coach Women's Ice Hockey
67	Elander,Jan Peter	Male	White	58	Asst Head Coach W-Ice Hockey
68	McMillen,Milica	Female	White	25	Asst. Coach W-Ice Hockey
69	<b>Men's Lacrosse</b>				
70	Myers,Nicholas Gregory	Male	White	38	Head Coach - Men's Lacrosse
71	Ross,John Bradley	Male	White	32	Assoc. Head Coach - MLAX
72	Crane,Travis C	Male	White	28	Assistant Coach-Men's Lacrosse



	A	B	C	D	E
73	<b>Women's Lacrosse</b>				
74	Venechanos,Alexis N	Female	White	37	Head Coach-Women's Lacrosse
75	Burns,Kevin	Male	White	37	Assistant Coach, WLAX
76	Hendrick,Molly	Female	White	23	Asst. Coach-Women's Lacrosse
77	<b>Pistol</b>				
78	Milev,Emil	Male	White	50	Head Coach- Pistol
79	Lutz Jr.,Stephen Anthony	Male	White	30	Assistant Coach - Pistol
80	<b>Rifle</b>				
81	Tanoue,Ryan T	Male	Asian	35	Dir Shot Sprt;Head Coach Rifle
82	Caruso,Emily	Female	White	41	Assistant Coach - Rifle
83	<b>Rowing</b>				
84	Teitelbaum,Andrew L	Male	White	53	Head Coach-Rowing
85	Tenenbaum,Robert	Male	White	53	Assoc. Head Coach - Rowing
86	Goodale,Anna	Female	White	35	Assistant Coach - Rowing
87	Sweeney,Kathleen Rita	Female	White	29	Assistant Coach - Rowing
88	<b>Men's Soccer</b>				
89	Maisonnette,Brian Leo	Male	White	45	Head Coach - Men's Soccer
90	Gonzalez,Sergio	Male	Hispanic	40	Assoc. Head Coach, MSOC
91	Foldesy,Matthew	Male	White	24	Assistant Coach - Men's Soccer
92	<b>Women's Soccer</b>				
93	Walker,Lori Ayn	Female	White	47	Head Coach-Women's Soccer
94	Jankowski,Brian Joseph	Male	White	38	Asst. Coach W-Soccer
95	Needham,Michael J.	Male	White	44	Asst Coach Women's Soccer
96	<b>Softball</b>				
97	Schoenly,Kelly Kovach	Female	White	45	Head Coach-Softball
98	Clark,Jordan	Female	White	27	Assistant Coach-Softball
99	Hall,Jenna Leigh	Female	White	34	Assistant Softball Coach
100	<b>Swim &amp; Dive</b>				
101	Dorenkott,William F	Male	White	49	Dir,M/W Swim&Diving;HC M/WSwim
102	Sochor,Justin T	Male	White	44	Head Coach-Diving
103	Bowe,Matthew Leslie	Male	White	35	Associate Head Coach - Swim
104	Wolfrum,Jordan Celeste	Female	White	31	Associate Head Coach - W Swim
105	Hulme,Michael Aaron	Male	White	29	Assistant Coach-M Swim
106	Tansel,Bryon Donald	Male	White	33	Assistant Coach - Swim
107	<b>Synchronized Swim</b>				
108	Vargo Brown,Holly S	Female	White	56	Head Coach-Synchronized Swim

	A	B	C	D	E
109	Hyatt,Suzanna Paige	Female	White	37	Asst. Coach-Synchro Swim
110	<b>Men's Tennis</b>				
111	Tucker,Ty G	Male	White	48	Dir. TEN; Head Coach - M. TEN
112	Kronauge,Justin Thomas	Male	White	30	Assoc. Head Coach - M. TEN
113	<b>Women's Tennis</b>				
114	Schaub,Melissa A	Female	White	34	Head Coach-Women's Tennis
115	Cohen,Adam Vinson	Male	White	46	Assoc. Head Coach - W Tennis
116	<b>Track &amp; Field/XC</b>				
117	Dennis,Karen L	Female	Black	69	Head Coach - Dual Track & Fld
118	Brown,Joel	Male	Two or More Races	38	Asst. Coach Dual Trk. & Fld
119	Joseph,Rosalind Teri	Female	Black	35	Asst. Coach Women's Trk & Fld.
120	Mason Vergote,Sara Lynn	Female	White	37	Asst. Coach M&W T&F/XC
121	Muffet,Ashley Marie	Female	White	31	Asst. Coach Dual Trk. & Fld
122	Robinson,Khadevis K	Male	Black	41	Asst. Coach Men's Trk. & Fld
123	<b>Men's Volleyball</b>				
124	Hanson,Peter Lawrence	Male	White	61	Head Coach-Men's Volleyball
125	Embaugh,Tim	Male	White	53	Asst Coach Men's Volleyball
126	Burch,Kevin John	Male	White	31	Assistant Coach- M Volleyball
127	<b>Women's Volleyball</b>				
128	Carlston,Geoffrey	Male	White	48	Head Coach -Women's Volleyball
129	Halverson-Maloney,Susan Mary	Female	White	29	Assoc. Head Coach, WVB
130	Spurlock,Benjamin Michael	Male	White	32	Asst. Coach W-Volleyball
131	<b>Wrestling</b>				
132	Ryan,Thomas Shaun	Male	White	49	Head Coach-Wrestling
133	Jaggers,Jeffrey S	Male	White	32	Assoc. Head Coach - Wrestling
134	Diagnev,Tervel	Male	White	32	Asst. Coach - Wrestling

	A	B	C	D	E
1	Name	FTE	Yrs of Coach Experience	Prior Playing Experience (from coll.)	Duration of Contract
2	<b>Baseball</b>				
3	Beals, Gregory D	1	25	7	9/1/16 - 6/30/20
4	Stafford, Michael Dale	1	18	8	
5	Angle, Matthew Ryan	1	0	12	
6	<b>Men's Basketball</b>				
7	Holtmann, Christopher A	1	21	4	6/9/17 - 6/30/25
8	Pedon, Ryan Thomas	1	17	4	
9	Schrage, Michael Patrick	1	18	0	
10	Johnson Jr., Terry L	1	17	4	
11	<b>Women's Basketball</b>				
12	McGuff, Kevin P	1	22	4	4/16/13 - 6/30/23
13	Klein, Patrick William	1	13	0	
14	Banks, Carrie L	1	14	6	
15	Sullivan, Jennifer	1	13	4	
16	<b>Cheerleading</b>				
17	Schreiber, Benjamin Edward	1	5	7	
18	St. John, Siobhan	1	17	12	
19	Sharp, Raymond Salu	0.25	5	4	
20	<b>Dance</b>				
21	McGhee, Melissa J	0.25	7	4	
22	<b>Fencing</b>				
23	Anthony Jr., Donald	1	0	30	6/1/18 - 6/30/23
24	Zennaro, Matteo	1	11	6	
25	<b>Field Hockey</b>				
26	Martin, Jarred James	1	17	12	12/15/16 - 1/31/21
27	Lipton, Kate	1	11	4	
28	Pardi Perera, Homero Antonio	1	14	6	
29	<b>Football</b>				
30	Meyer, Urban F	1	32	2	11/28/11 - 1/31/20
31	Alford, Anthony J	1	26	4	
32	Davis, William S.	1	28	4	
33	Day, Ryan Patrick	1	17	4	
34	Grinch, Alexander Gregory	1	16	4	
35	Johnson, Larry A.	1	42	5	
36	Johnson, Taver Renard	1	23	4	

	F
1	Extra Benefits
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3	car stipend
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7	car stipend, MBB/FB tickets, Flight, Coke, golf, split fund insurance
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12	car stipend, WBB/FB tickets, Flight, longevity
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23	car stipend
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26	car stipend
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30	car stipend, Coke, tickets, Flight, DC plan, longevity
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	A	B	C	D	E
37	Schiano, Gregory E	1	29	4	
38	Smith, Zachary	1	14	4	
39	Studrawa, Gregory John	1	29	4	
40	Wilson, Kevin R.	1	35	4	
41	Dennis, Corey Michael	1	3	4	
42	Fleming, Thomas Parker	1	8	4	
43	Fraser, Robert John	1	26	4	
44	Hartline, Brian J	1	2	10	
45	Thurin, Matthew D	1	8	4	
46	<b>Men's Golf</b>				
47	Moseley, James B.	1	16	4	7/11/15 - 6/30/20
48	Smith, Bradley McMahan	1	4	4	
49	<b>Women's Golf</b>				
50	Hession, Therese Ann	1	26	14	7/1/17 - 6/30/22
51	Olson, Stacy J.	1	12	7	
52	<b>Men's Gymnastics</b>				
53	Sharipov, Rustam	1	18	8	7/1/18 - 6/30/23
54	Gauthier, Robert R	1	20+	7	
55	Suarez-Ayme, Casimiro S	1	20+	16	
56	<b>Women's Gymnastics</b>				
57	Paulicivic, Meredith K	1	21	3	6/1/17 - 6/30/22
58	Monahan, Randy Scott	1	11	4	
59	Wasson, Lucas	1	15	4	
60	<b>Men's Ice Hockey</b>				
61	Rohlik, Steve E	1	20+	4	9/1/16 - 6/30/21
62	Miller, Steven	1	20+	3	
63	Bittner, Justine Matthew	1	10	7	
64	<b>Women's Ice Hockey</b>				
65	Muzerall, Nadine Kirsti	1	14	6	9/26/16 - 6/30/21
66	Elander, Jan Peter	1	30	9	
67	McMillen, Milica	1	1	5	
68	<b>Men's Lacrosse</b>				
69	Myers, Nicholas Gregory	1	16	4	7/1/17 - 6/30/22
70	Ross, John Bradley	1	8	9	
71	Crane, Travis C	1	5	4	
72	<b>Women's Lacrosse</b>				

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65	car stipend
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69	car stipend
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	A	B	C	D	E
73	Venechanos,Alexis N	1	14	4	7/1/15 - 6/30/20
74	Burns,Kevin	1	15+	4	
75	Hendrick,Molly	1	1	4	
76	<b>Pistol</b>				
77	Milev,Emil	1	1	26	9/25/17 - 6/30/22
78	Lutz Jr.,Stephen Anthony	1	1	8	
79	<b>Rifle</b>				
80	Tanoue,Ryan T	1	12	4	7/1/17 - 6/30/20
81	Caruso,Emily	1	4	9	
82	<b>Rowing</b>				
83	Teitelbaum,Andrew L	1	30	4	7/1/15 - 6/30/20
84	Tenenbaum,Robert	1	26	4	
85	Goodale,Anna	1	4	12	
86	Sweeney,Kathleen Rita	1	5	4	
87	<b>Men's Soccer</b>				
88	Maisonneuve,Brian Leo	1	15	13	5/3/18 - 6/30/23
89	Gonzalez,Sergio	1	18	4	
90	Foldesy,Matthew	1	1	4	
91	<b>Women's Soccer</b>				
92	Walker,Lori Ayn	1	25	4	2/1/16 - 1/31/19
93	Jankowski,Brian Joseph	1	7	4	
94	Needham,Michael J.	1	11+	5+	
95	<b>Softball</b>				
96	Schoenly,Kelly Kovach	1	22	4	7/1/17 - 6/30/20
97	Clark,Jordan	1	5	4	
98	Hall,Jenna Leigh	1	11	4+	
99	<b>Swim &amp; Dive</b>				
100	Dorenkott,William F	1	21+	4	4/1/17 - 6/30/22
101	Sochor,Justin T	1	11	4+	8/19/13 - 6/30/18
102	Bowe,Matthew Leslie	1	6	6	
103	Wolfrum,Jordan Celeste	1	13	4	
104	Hulme,Michael Aaron	1	2	5	
105	Tansel,Bryon Donald	1	9	5	
106	<b>Synchronized Swim</b>				
107	Vargo Brown,Holly S	1	25	4	7/1/17 - 6/30/20
108	Hyatt,Suzanna Paige	1	14	5	

	F
73	car stipend
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77	car stipend
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80	car stipend
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83	car stipend
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88	car stipend, FB/MBB tickets
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100	car stipend, FB/MBB tickets
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107	car stipend
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	A	B	C	D	E
109	<b>Men's Tennis</b>				
110	Tucker,Ty G	1	19	7	6/1/16 - 6/30/21
111	Kronauge,Justin Thomas	1	8	4	
112	<b>Women's Tennis</b>				
113	Schaub,Melissa A	1	11	4	7/1/17 - 6/30/22
114	Cohen,Adam Vinson	1	20+	4	
115	<b>Track &amp; Field/XC</b>				
116	Dennis,Karen L	1	41	4	7/1/17 - 6/30/21
117	Brown,Joel	1	13	9	
118	Joseph,Rosalind Teri	1	12	4	
119	Mason Vergote,Sara Lynn	1	13	4	
120	Muffet,Ashley Marie	1	7	6	
121	Robinson,Khadevis K	1	6	15	
122	<b>Men's Volleyball</b>				
123	Hanson,Peter Lawrence	1	36	4	7/1/17 - 6/30/20
124	Embaugh,Tim	1	29	4+	
125	Burch,Kevin John	1	8	4	
126	<b>Women's Volleyball</b>				
127	Carlston,Geoffrey	1	20+	4	7/1/16 - 1/31/19
128	Halverson-Maloney,Susan Mary	1	10	4	
129	Spurlock,Benjamin Michael	1	9	4	
130	<b>Wrestling</b>				
131	Ryan,Thomas Shaun	1	22	4	7/1/15 - 6/30/20
132	Jaggers,Jeffrey S	1	9	4	
133	Dlagnev,Tervel	1	2	13	

	F
109	
110	car stipend
111	
112	
113	car stipend
114	
115	
116	car stipend
117	
118	
119	
120	
121	
122	
123	car stipend
124	
125	
126	
127	car stipend
128	
129	
130	
131	car stipend
132	
133	

	A	B	C
1	Name	FTE	Job Title
2	<b>Baseball</b>		
3	Dan Delucia		Volunteer Assistant Coach
4	Blair Everhart	1	Director of Operations
5	Katherine Biddle	1	Office Associate - Sports (multiple sports)
6	<b>Men's Basketball</b>		
7	Quadrian Banks	1	Strength and Conditioning Coach
8	David Egelhoff	1	Dir., Basketball Operations
9	James Penn	1	Director, Player Development
10	Michael Netti	1	Special Asst to MBB Head Coach
11	Deborah Cacchio	0.4	Program Assistant - MBB
12	Kyle Davis	1	Basketball Video Manager
13	<b>Women's Basketball</b>		
14	Beth Howe	1	Director of Operations
15	Ericka Haney	1	Special Assistant to the Head Coach
16	Sydney Durrah	1	Video Coordinator
17	Reid Guzdanski	1	Office Associate-W Basketball
18	<b>Cheerleading</b>		
19	<b>Dance</b>		
20	Patrick Carmichael		Dance Assistant Coach
21	Lauren Burns		Dance Volunteer Assistant Coach
22	<b>Fencing</b>		
23	Michael Barnum	0.37	Director of Operations
24	Vladimir Nazlymov	1	Director-Sports Admin
25	<b>Field Hockey</b>		
26	Mitch Lush	1	Director of Operations - MVB/FH
27	Lisa Davis	1	Office Staff Coord (multiple sports)
28	<b>Football</b>		
29	Mickey Marotti	1	Asst AD, FB Sport Performance
30	Mark Pantoni	1	Director, Player Personnel
31	Brian Voltolini	1	Director-Football Operations
32	Amy Nicol	1	Director, Internal Operations
33	Ryan Stamper	1	Director, Player Development
34	Justin Perez	1	Asst Dir, Player Personnel
35	Timmy Hinton	1	Exec Dir for FB Relations/Spec
36	Quinn Tempel	1	Asst Dir, Ftbl Operations

	A	B	C
37	Weston Zernehel	1	Asst. Dir, Player Personnel
38	Hiram deFries	0.5	Spec. Asst. to Head Coach
39	Samuel Silverman	1	Assistant Creative Media
40	Joseph Stanek	1	Manager, Football Video
41	Jeffrey Uhlenhake	1	Football Strength Coord.
42	Philip Matusz	1	Assoc Dir-Football Strgth&Cond
43	Shaun Barnhouse	1	Head Athletic Trainer -Ftbl
44	Katherine Greiner	1	Coord-Football Administration
45	Nicholas Palazeti	1	Asst Dir-Ftbl Strength&Cond
46	Tony Tucker	1	Director of Football SA WellBeing
47	Jared Azar	1	S&C Associate
48	V'Angelo Bentley	1	Sports Program Associate
49	William Terwilliger	1	Program Coordinator
50	Tori Magers	1	Coord-Football Administration
51	Zach Swartz	1	Dir, Creative Media&Post Prod
52	Kenton Stufflebeam	1	Assistant Creative Media
53	Jacob Brown	1	Program Coordinator
54	Andre Mack-Robinson	1	Assistant Creative Media
55	Michael Santeramo	1	Program Coordinator
56	Quinn Barham	1	Athletic Conditioning Spec.
57	Sean McMickle	1	Nutritionist
58	Doug Calland	1	Assoc AD, Sport Performance
59	Adam Stewart	1	Phys Therapist/Athletic Trainer
60	Brendan Bishop	0.01	Football Admin Asst.
61	Meghan Hickey	0.01	Football Admin Asst.
62	James Cordle	0.01	Football Admin Asst.
63	Louis Holtz III	0.01	Football Admin Asst.
64	Eric Miscuda	0.01	Football Admin Asst.
65	William Monhinweg	0.01	Football Admin Asst.
66	Kaleb Borghardt	0.01	Football Admin Asst.
67	Curtis Knox II	0.01	Football Admin Asst.
68	Devon Smith	0.01	Football Admin Asst.

	A	B	C
73	Katherine Biddle	1	Office Associate - Sports (multiple sports)
74	<b>Women's Golf</b>		
75	Katherine Biddle	1	Office Associate - Sports (multiple sports)
76	<b>Men's Gymnastics</b>		
77	Andrew Moling	1	Director of Operations - MGYM
78	Jennifer MacInnes	1	Office Associate - Sports (multiple sports)
79	<b>Women's Gymnastics</b>		
80	<b>Men's Ice Hockey</b>		
81	Dustin Carlson		Volunteer Assistant Coach
82	Layne Lebel	1	Director of Hockey Operations
83	Tim Adams	1	Equipment Manager
84	Shelly Jackson	1	Office Associate-M Ice Hockey
85	<b>Women's Ice Hockey</b>		
86	Taran Singleton	1	Director of Operations -WIH
87	Fredrick Barends	1	Office Associate - Sports (multiple sports)
88	<b>Men's Lacrosse</b>		
89	Justin Tuma		Volunteer Assistant Coach
90	Mark Bergey	1	Director of Operations
91	Madison Reid	1	Men's LAX - Event Coordinator
92	Katherine Biddle	1	Office Associate - Sports (multiple sports)
93	<b>Women's Lacrosse</b>		
94	Lynda McCandlish		Director of Operations
95	Lisa Davis	1	Office Staff Coord (multiple sports)
96	<b>Pistol</b>		
97	Melissa Frey	1	Office Associate - Sports (multiple sports)
98	<b>Rifle</b>		
99	Melissa Frey	1	Office Associate - Sports (multiple sports)
100	<b>Rowing</b>		
101	Joe Pipia	1	Boatman - Rigger
102	Fredrick Barends	1	Office Associate - Sports (multiple sports)
103	<b>Men's Soccer</b>		
104	Chad Barson	1	Director of Operations
105	Lisa Davis	1	Office Staff Coord (multiple sports)
106	<b>Women's Soccer</b>		
107	Cassie Dickerson		Volunteer Coach
108	Duncan Johnston	1	Director of Operations

	A	B	C
109	Lisa Davis	1	Office Staff Coord (multiple sports)
110	<b>Softball</b>		
111	Anna Kirk		Volunteer Assistant Coach
112	Megan Smith	1	Director of Operations-SB
113	Lisa Davis	1	Office Staff Coord (multiple sports)
114	<b>Swim &amp; Dive</b>		
115	Kyle Dunaway	1	Director of Operations - Swim
116	Melissa Frey	1	Office Associate - Sports (multiple sports)
117	<b>Synchronized Swim</b>		
118	Melissa Frey	1	Office Associate - Sports (multiple sports)
119	<b>Men's Tennis</b>		
120	David Schilling		Volunteer Assistant Coach
121	Carolyn Smith	1	Director of Operations (Men's/Women's)
122	Lisa Davis	1	Office Staff Coord (multiple sports)
123	<b>Women's Tennis</b>		
124	Sarah Taylor		Volunteer Assistant Coach
125	Carolyn Smith	1	Director of Operations (Men's/Women's)
126	Katherine Biddle	1	Office Associate - Sports (multiple sports)
127	<b>Track &amp; Field/XC</b>		
128	Richard Ebin		Volunteer Assistant - Pole Vault
129	Eric Brill		Volunteer Assistant - Distance
130	Nicolas Graves	1	Director of Operations - T&F
131	Fredrik Barends	1	Office Associate - Sports (multiple sports)
132	<b>Men's Volleyball</b>		
133	Christy Blough		Volunteer Coach
134	Mitchell Lush	1	Director of Operations MVB/FH
135	Fredrick Barends	1	Office Associate - Sports (multiple sports)
136	<b>Women's Volleyball</b>		
137	Caitlin Insana	1	Director of Operations - WVB
138	Fredrick Barends	1	Office Associate - Sports (multiples sports)
139	<b>Wrestling</b>		
140	Anthony Ralph		Volunteer Assistant Coach
141	Jennifer MacInnes	1	Office Associate - Sports (multiple sports)

**From:** voltolini.5@osu.edu  
**Sent:** Thursday, September 29, 2016 9:52 AM  
**To:** Plageman, Katie  
**Subject:** Re: Post Travel

Can you ask her? I have no idea

Sent from my iPhone

On Sep 29, 2016, at 9:43 AM, Plageman, Katie <[plageman.11@osu.edu](mailto:plageman.11@osu.edu)> wrote:

No, that was in Oklahoma... this is for the home game vs Tulsa.

**KATIE PLAGEMAN**

Coordinator, Football Administration | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-2531 | (F) 614-292-6592

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**From:** Voltolini, Brian  
**Sent:** Thursday, September 29, 2016 9:39 AM  
**To:** Plageman, Katie <[plageman.11@osu.edu](mailto:plageman.11@osu.edu)>  
**Subject:** Re: Post Travel

Post travel for Zach and recruiting ?

Sent from my iPhone

On Sep 29, 2016, at 9:12 AM, Plageman, Katie <[plageman.11@osu.edu](mailto:plageman.11@osu.edu)> wrote:

Do you know what this is about? Do you have the post travel form you can sign?

**KATIE PLAGEMAN**

Coordinator, Football Administration | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-2531 | (F) 614-292-6592

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**From:** Dingess, Amy  
**Sent:** Thursday, September 29, 2016 9:08 AM  
**To:** Plageman, Katie <[plageman.11@osu.edu](mailto:plageman.11@osu.edu)>  
**Subject:** Post Travel

Hey,  
Someone sent over post game travel for Volt for 9/9 home vs Tulsa game. We need his signature on the second page. If you or someone can get him to sign the second page and scan it over to me I'll get Martin to sign it.

Thanks  
Amy

**Amy Dingess**

Office Admin Assoc | Ohio State Athletics

Fawcett Center | 2400 Olentangy River Road | Columbus, OH 43210

T 614.688.8419

F 614.292.0506

[dingess.7@osu.edu](mailto:dingess.7@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE



**Sent:** Monday, January 01, 2001 1:00 AM  
**To:** Fickell, Luke;Alford, Anthony J.;Smith, Zachary;Coombs, Kerry S.;Dennis, Corey M.;Aaron Miller (miller.5663@buckeyemail.osu.edu);Stamper, Ryan M.;Stufflebeam, Kenton J.;Trichel, Robert D.;Hackenberg, Kayla M.;Lachey, Robert;Hibbs, Matthew T.  
**Subject:** RE: Meal Plan  
**Attachments:** 2016 FB\_Meal\_Plan\_Participate\_Form.xlsx

Here is a list of people that still hasn't signed up for the meal plan:

Zach Smith  
Kerry Coombs  
Tony Alford  
Luke Fickell

Attached is the meal plan for this year..  
You are getting taxed for just 2 dinners per week on the plan.

This is an all or nothing plan.. If you choose not to participate we will not add you to the meal numbers, therefore you will not be able to eat any meals..

All support staff, we ask that you wait till all the players have eaten before you go up to eat..

This will go into effect August 29<sup>th</sup>

If you have any questions, please let me know

GO BUCK  
Brian

	A	B	C	D	E	F
1	Tkt #	Player Assigning	Orig Player	Assigning Player Eligibility	Assigning Player Rank	Guest Name
2	10295135	Alford, Tony		N/A	0	MILNOR, MATT
3	10295136	Alford, Tony		N/A	0	AMLIN - MILNOR, ERIKA
4	10295137	Alford, Tony		N/A	0	COLE, REESE
5	10295138	Alford, Tony		N/A	0	HOLLINGSWORTH, KEITH
6	10295139	Alford, Tony		N/A	0	HOLLINGSWORTH, GRETCHEN
7	10295140	Alford, Tony		N/A	0	DAVIDSON, JAMES
8	10318937	Alford, Tony		N/A	0	SAUL, PAT
9	10318938	Alford, Tony		N/A	0	PARSLEY, ABBEY
10	10318939	Alford, Tony		N/A	0	TALTON, ANTHONY
11	10295056	Barham, Quinn		N/A	0	SMITH, ALISSA
12	10295057	Barham, Quinn		N/A	0	WAGNER, KERI
13	10295058	Barham, Quinn		N/A	0	OUDEKIRK, KAREN
14	10295059	Barham, Quinn		N/A	0	ASHTON, CHARLES
15	10295167	Barnhouse, Shaun	Deam, Tyler	N/A	0	HALL, TIMOTHY
16	10295168	Barnhouse, Shaun	Deam, Tyler	N/A	0	HALL, SHANNON
17	10295219	Barnhouse, Shaun		N/A	0	BARNHOUSE, ERIN
18	10295220	Barnhouse, Shaun		N/A	0	NESSERROAD, ANNIE
19	10295221	Barnhouse, Shaun		N/A	0	NELSON, MICHAEL
20	10295222	Barnhouse, Shaun		N/A	0	NELSON, KELSEY
21	10327517	Barnhouse, Shaun		N/A	0	WESNEY, JACOB
22	10327518	Barnhouse, Shaun		N/A	0	LESLIE, RYANN
23	10295195	Beck, Tim		N/A	0	BECK, TAMARA
24	10295196	Beck, Tim		N/A	0	BECK, HAYLIE
25	10295197	Beck, Tim		N/A	0	BECK, GERALD
26	10295198	Beck, Tim		N/A	0	BECK, MARTHA
27	10295199	Beck, Tim		N/A	0	CARR, LINDA
28	10295200	Beck, Tim		N/A	0	VOORHEES, HUNTER
29	10319029	Brown, Jacob		N/A	0	FRERICKS, ANDREA
30	10319030	Brown, Jacob		N/A	0	HARVEY, HANNAH
31	10319025	Buckley, Sean		N/A	0	BUCKLEY, NANCY
32	10319026	Buckley, Sean		N/A	0	MALASKA, BRIANNA
33	10295078	Calland, Doug		N/A	0	BARNES, LISA
34	10295079	Calland, Doug		N/A	0	WHISNER, CARLA
35	10295080	Calland, Doug		N/A	0	CORDE, DAVID
36	10295081	Calland, Doug		N/A	0	GRIFFITH, LISA
37	10295187	Collins, Brady		N/A	0	COLLINS, ALLIE
38	10295188	Collins, Brady		N/A	0	COLLINS, NIKKI
39	10295189	Collins, Brady		N/A	0	COLLINS, TRAVIS
40	10295190	Collins, Brady		N/A	0	COLLINS, EVAN
41	10318917	Coombs, Kerry		N/A	0	COOMBS, JOSEPH
42	10318918	Coombs, Kerry		N/A	0	COOMBS, PAT

	G	H	I
1	Relationship	Request	
2	Friend	purchased tickets in 15A	5
3	Friend	purchased tickets in 15A	5
4	Friend	purchased tickets in 15A	5
5	Friend	in my seats	30
6	Friend	in my seats	30
7	Friend	in my seats	30
8	Friend	in my seats	30
9	Friend	in my seats	30
10	Friend	in my seats	30
11	Friend		30
12	Friend		30
13	Friend		30
14	Friend		30
15	Friend	A	5
16	Friend	A	5
17	Spouse	AA	5
18	Friend	AA	5
19	Friend	AA	5
20	Friend	AA	5
21	Friend	buys	5
22	Friend	buys	5
23	Spouse		30
24	Daughter		30
25	Father		30
26	Mother		30
27	Friend		30
28	Friend		30
29	Friend		5
30	Friend		5
31	Mother		30
32	Girlfriend		30
33	Friend		5
34	Friend		5
35	Friend		5
36	Friend		5
37	Spouse		30
38	In-law		30
39	Brother		30
40	Nephew		30
41	Father	family seating	30
42	Mother	family seating	30

	A	B	C	D	E	F
43	10318919	Coombs, Kerry		N/A	0	GIBSON, JODY
44	10318920	Coombs, Kerry		N/A	0	GIBSON, HAROLD
45	10318921	Coombs, Kerry		N/A	0	COOMBS, CIARA
46	10318922	Coombs, Kerry		N/A	0	COOMBS, HOLLY
47	10318923	Coombs, Kerry		N/A	0	COOMBS, ALEX
48	10318924	Coombs, Kerry		N/A	0	COOMBS, HARPER
49	10318925	Coombs, Kerry		N/A	0	COOMBS, DYLAN
50	10318926	Coombs, Kerry		N/A	0	ROMPIES, CORTNEY
51	10318927	Coombs, Kerry		N/A	0	ROMPIES, ROB
52	10327519	Coombs, Kerry		N/A	0	ROMPIES, AVERY
53	10327520	Coombs, Kerry		N/A	0	COOMBS, GIBSON
54	10295060	Cordle, Jim		N/A	0	CORDLE, KERRY
55	10295061	Cordle, Jim		N/A	0	KUJANEK, CASSANDRA
56	10295062	Cordle, Jim		N/A	0	CALDWELL, KYLE
57	10295181	Dennis, Corey		N/A	0	BOREN, CURTIS
58	10295182	Dennis, Corey		N/A	0	BOREN, JENNIFER
59	10295183	Dennis, Corey		N/A	0	SODERBERG, ALLISON
60	10295184	Dennis, Corey		N/A	0	PRATER, STEPHANIE
61	10295185	Dennis, Corey		N/A	0	ROBY, BONNIE
62	10295186	Dennis, Corey		N/A	0	ROBY, JEFF
63	10295215	Emig, Jerry		N/A	0	RODRIGUEZ, JOE
64	10295216	Emig, Jerry		N/A	0	WETHERBY, BETSY
65	10295217	Emig, Jerry		N/A	0	SEYMOUR, TANNER
66	10295218	Emig, Jerry		N/A	0	SEYMOUR, TREVOR
67	10295034	Fickell, Luke		N/A	0	FICKELL, AMY
68	10295035	Fickell, Luke		N/A	0	FICKELL, LANDON
69	10295036	Fickell, Luke		N/A	0	FICKELL, LUCA
70	10295037	Fickell, Luke		N/A	0	FICKELL, ASHTON
71	10295038	Fickell, Luke		N/A	0	FICKELL, AYDON
72	10295039	Fickell, Luke		N/A	0	GOECKE, TOM
73	10295118	Fickell, Luke	Marotti, Mickey	N/A	0	GOECKE, CHASE
74	10295119	Fickell, Luke	Marotti, Mickey	N/A	0	GOECKE, HANNA
75	10318928	Fickell, Luke		N/A	0	GOECKE, AMBER
76	10318929	Fickell, Luke		N/A	0	MCCLEMENTS, MATTHEW
77	10318930	Fickell, Luke		N/A	0	VETERE, FRANCIS
78	10318931	Fickell, Luke		N/A	0	STEVENSON, ALEXANDER
79	10319049	Hibbs, Matt		N/A	0	HIBBS, DANA
80	10319050	Hibbs, Matt		N/A	0	
81	10318942	Hinton, Tim		N/A	0	HINTON, DREW
82	10318943	Hinton, Tim		N/A	0	HARBUCK, MATT
83	10318944	Hinton, Tim		N/A	0	HERMAN, CORY
84	10318945	Hinton, Tim		N/A	0	HERMAN, ASHLEY

	G	H	I
43	In-law	family seating	30
44	In-law	family seating	30
45	In-law	family seating	30
46	Spouse	family seating	30
47	In-law		5
48	Great-Grandfather		5
49	Son		5
50	Daughter		5
51	Friend		5
52	Daughter	Lap Ticket	5
53	Friend	Lap Ticket	5
54	Spouse	19AA - Closest to the aisle	30
55	Friend	19AA	30
56	Friend	19AA	30
57	Friend		30
58	Friend		30
59	Friend		30
60	Friend		30
61	Friend		5
62	Friend		5
63	Friend		5
64	Friend		5
65	Friend		5
66	Friend		5
67	Spouse	19aa	30
68	Son	19aa	30
69	Daughter	19aa	30
70	Friend	19aa	30
71	Friend	19aa	30
72	Brother	19aa	30
73	Nephew	19aa gate 30 pass	30
74	Niece	19aa gate 30 pass	30
75	In-law	19aa	30
76	Friend	19aa	30
77	Friend	Gate 5	5
78	Friend	Gate 5	5
79	Spouse		5
80			5
81	Daughter		30
82	Friend		30
83	Friend		30
84	Friend		30

	A	B	C	D	E	F
85	10318946	Hinton, Tim		N/A	0	CORDLE, BRAYDON
86	10318947	Hinton, Tim		N/A	0	RIFFLE, DUSTIN
87	10318948	Hinton, Tim		N/A	0	AGUIAR, NATASHA
88	10318949	Hinton, Tim		N/A	0	BARRETTO, SEAN
89	10318950	Hinton, Tim		N/A	0	MINHAS, HARVIN
90	10318951	Hinton, Tim		N/A	0	BACCHUS, JASON
91	10318952	Hinton, Tim		N/A	0	MISTRY, ARTI
92	10318953	Hinton, Tim		N/A	0	SINGH, TRIVENI
93	10319041	Hodges, Eron		N/A	0	ALEXANDER, JAMES
94	10319042	Hodges, Eron		N/A	0	TRAVICK, FAITH
95	10295223	Jefferson, Stan		N/A	0	HARKNESS, TARA
96	10295224	Jefferson, Stan		N/A	0	JEFFERSON, SHIRLEY
97	10295225	Jefferson, Stan		N/A	0	JONES, PENNY
98	10295226	Jefferson, Stan		N/A	0	JONES, PHIL
99	10295227	Jefferson, Stan		N/A	0	WILSON, YOLANDA
100	10295228	Jefferson, Stan		N/A	0	WILLIAMS, LAVELL
101	10318954	Jefferson, Stan		N/A	0	CURRY, RICKY
102	10318955	Jefferson, Stan		N/A	0	CURRY, ROSIE
103	10295082	Johnson, Larry		N/A	0	JOHNSON, TERESA
104	10295083	Johnson, Larry		N/A	0	JOHNSON, ANTHONY
105	10295084	Johnson, Larry		N/A	0	JOHNSON, ANTHONY JR
106	10295085	Johnson, Larry		N/A	0	JOHNSON, LAILA
107	10295086	Johnson, Larry		N/A	0	LIMA, CYNTHIA
108	10295087	Johnson, Larry		N/A	0	LIMA, JOE
109	10327617	Johnson, Larry		N/A	0	JOHNSON, CHRISTINE
110	10319027	Kabay, Matthew		N/A	0	CARR, JACLYN
111	10319028	Kabay, Matthew		N/A	0	ESTOCK, PATRICIA
112	10319017	Knorr, Brian		N/A	0	KNORR, JULIE
113	10319018	Knorr, Brian		N/A	0	KNORR, WILLIAM
114	10319019	Knorr, Brian		N/A	0	RIES, GREG
115	10319020	Knorr, Brian		N/A	0	RIES, DEE
116	10295040	Lachey, Rob		N/A	0	GMEINER, TOM .
117	10295041	Lachey, Rob		N/A	0	GMEINER, JAYNE .
118	10295042	Lachey, Rob		N/A	0	GMEINER, CATIE .
119	10295043	Lachey, Rob		N/A	0	HALPIN, JULIE .
120	10295114	Marotti, Mickey		N/A	0	MAROTTI, SUSIE
121	10295115	Marotti, Mickey		N/A	0	MAROTTI, MADDIE
122	10295116	Marotti, Mickey		N/A	0	POST, JAKE
123	10295117	Marotti, Mickey		N/A	0	POST, SCOTT
124	10295120	Marotti, Mickey		N/A	0	FISCHER, RHODIE`
125	10295121	Marotti, Mickey		N/A	0	FISCHER, MARK
126	10295122	Marotti, Mickey		N/A	0	WILLIAMS, J. SCOTT

	G	H	I
85	Nephew		30
86	Friend		30
87	Friend		5
88	Friend		5
89	Friend		5
90	Friend		5
91	Friend		5
92	Friend		5
93	Uncle		5
94	Friend		5
95	In-law	19AA - Gate 32	30
96	Spouse	19AA - Gate 32	30
97	Friend	19AA - Gate 32	30
98	Friend	19AA - Gate 32	30
99	Friend	26A - Gate 5	5
100	Friend	26A - Gate 5	5
101	Friend	26A - Gate 5	5
102	Friend	26A - Gate 5	5
103	Daughter		30
104	Son		30
105	Nephew		30
106	Friend		30
107	Friend		30
108	Boyfriend		30
109	Spouse	buy	30
110	Friend		5
111	Friend		5
112	Spouse	comp (gate 30)	30
113	Son	comp (gate 30)	30
114	Friend	buy (gate 5)	5
115	Friend	buy (gate 5)	5
116	In-law		5
117	Sister		5
118	Niece		5
119	Friend		5
120	Spouse	25	30
121	Daughter	24	30
122	Friend	23	30
123	Friend	22	30
124	Friend	buys	5
125	Friend	buys	5
126	Friend	buys	5

	A	B	C	D	E	F
127	10318936	Marotti, Mickey		N/A	0	WILLIAMS, STEVEN
128	10295063	Mason, Brian	Cordle, Jim	N/A	0	BARNES, MEGAN
129	10295088	Mason, Brian		N/A	0	MASON, JEFFREY
130	10295089	Mason, Brian		N/A	0	MASON, MARY
131	10295090	Mason, Brian		N/A	0	BLAIR, SEAN
132	10295091	Mason, Brian		N/A	0	FRERIKS, TYLER
133	10295092	Mason, Brian		N/A	0	BATHIANY, HALEY
134	10295093	Mason, Brian		N/A	0	BATHIANY, ALBERT
135	10295211	Mason, Brian	Joyner, Randall	N/A	0	STARK, RACHEL
136	10295212	Mason, Brian	Joyner, Randall	N/A	0	BARNES, MICHAEL
137	10295213	Mason, Brian	Joyner, Randall	N/A	0	STARK, DEBBIE
138	10295214	Mason, Brian	Joyner, Randall	N/A	0	HELDMAN, ANNA
139	10295141	Matta, Thad		N/A	0	ONEAL, RAYMOND
140	10295142	Matta, Thad		N/A	0	POHLMAN, MARK
141	10295143	Matta, Thad		N/A	0	MCKAIN, DEBORAH
142	10295144	Matta, Thad		N/A	0	MCKAIN, FRANK
143	10295145	Matta, Thad		N/A	0	COOK, SAMUEL
144	10295146	Matta, Thad		N/A	0	WEAVER, JACOB
145	10295147	Matta, Thad		N/A	0	SYLVESTER, MATT
146	10295148	Matta, Thad		N/A	0	FINNERTY, CASEY
147	10295149	Matta, Thad		N/A	0	MATTA, ALI
148	10295150	Matta, Thad		N/A	0	FENTERS, MARIA
149	10295151	Matta, Thad		N/A	0	PORTMAN, DOUG
150	10295152	Matta, Thad		N/A	0	MORRISSEY, MIKE
151	10318932	Matusz, Phil		N/A	0	
152	10295066	McGuff, Kevin		N/A	0	MCGUFF, KEVIN
153	10295067	McGuff, Kevin		N/A	0	MCGUFF, LETITIA
154	10295068	McGuff, Kevin		N/A	0	MCGUFF, KILYN
155	10295069	McGuff, Kevin		N/A	0	MCGUFF, KEIRYN
156	10295070	McGuff, Kevin		N/A	0	MCGUFF, LUKAS
157	10295071	McGuff, Kevin		N/A	0	MCGUFF, LAKE
158	10295072	McGuff, Kevin		N/A	0	MCGUFF, LILY
159	10295073	McGuff, Kevin		N/A	0	MCGUFF, LEKS
160	10295074	McGuff, Kevin		N/A	0	GANS, CAROL
161	10295075	McGuff, Kevin		N/A	0	GANS, GEORGE
162	10295076	McGuff, Kevin		N/A	0	
163	10295077	McGuff, Kevin		N/A	0	
164	10319039	McMickle, Sean		N/A	0	MCMICKLE, GUY JR
165	10319040	McMickle, Sean		N/A	0	WEEKS, MICHAEL
166	10295229	Meyer, Urban		N/A	0	SCOTT, CARR
167	10295230	Meyer, Urban		N/A	0	
168	10295231	Meyer, Urban		N/A	0	PENNA, TOM



	G	H	I
127	Friend	buys	5
128	Friend	Gate 30 (Transfer Comp - Cordle)	30
129	Father	Gate 30 (Comp)	30
130	Mother	Gate 30 (Comp)	30
131	Friend	Gate 5 (Paid)	5
132	Friend	Gate 5 (Paid)	5
133	Friend	Gate 30 (Comp)	30
134	Friend	Gate 30 (Comp)	30
135	Friend	Gate 30 (Transfer Comp - Joyner)	30
136	Friend	Gate 30 (Transfer Comp - Joyner)	30
137	Friend	Gate 30 (Transfer Comp - Joyner)	30
138	Friend	Gate 30 (Transfer Comp - Joyner)	30
139	Friend	25a 23 1	5
140	Friend	25a 23 2	5
141	Friend	25a 23 3	5
142	Friend	25a 23 4	5
143	Friend	25a 23 5	5
144	Friend	25a 23 6	5
145	Friend	18a 7 24 field pass	5
146	Friend	18a 7 25 field pass	5
147	Daughter	18a 7 26 field pass	5
148	Friend	18a 7 27 field pass	5
149	Friend	18 a 7 28	5
150	Friend	18 a 7 29	5
151			
152	Self		30
153	Spouse		30
154	Daughter		30
155	Daughter		30
156	Son		30
157	Daughter		30
158	Daughter		30
159	Son		30
160	Friend		30
161	Friend		30
162			30
163			30
164	Brother		5
165	Friend		5
166	Friend	Suite	
167			
168	Friend	Suite	

	A	B	C	D	E	F
169	10295232	Meyer, Urban		N/A	0	PUGLIESE, RICK
170	10295233	Meyer, Urban		N/A	0	PUGLIESE, AUGIE
171	10295234	Meyer, Urban		N/A	0	ORLANDO, MARK
172	10295235	Meyer, Urban		N/A	0	CROFOOT, KELLY
173	10295236	Meyer, Urban		N/A	0	CROFOOT, KROY
174	10295237	Meyer, Urban		N/A	0	HUDSON, CHRISTINA
175	10295238	Meyer, Urban		N/A	0	ANDREWS, HOLLY
176	10295239	Meyer, Urban		N/A	0	ANDREWS, MIKE
177	10295240	Meyer, Urban		N/A	0	ANDREWS, COLE
178	10295241	Meyer, Urban		N/A	0	DAVIS, BRIAN
179	10295242	Meyer, Urban		N/A	0	DAVIS, CARTER
180	10295243	Meyer, Urban		N/A	0	MEYER, SHELLEY
181	10295244	Meyer, Urban		N/A	0	BURTON, SCOTT
182	10295245	Meyer, Urban		N/A	0	OSBORNE, CHRIS
183	10295246	Meyer, Urban		N/A	0	
184	10295247	Meyer, Urban		N/A	0	
185	10295248	Meyer, Urban		N/A	0	
186	10295249	Meyer, Urban		N/A	0	ESCOE, GIGI
187	10295250	Meyer, Urban		N/A	0	ESCOE, JIM
188	10295251	Meyer, Urban		N/A	0	ESCOE, BRIANNA
189	10295252	Meyer, Urban		N/A	0	STROTMAN, TYLER
190	10295253	Meyer, Urban		N/A	0	BEELER, SAM
191	10295254	Meyer, Urban		N/A	0	BEELER, GAIL
192	10295255	Meyer, Urban		N/A	0	FOX, DAN
193	10295256	Meyer, Urban		N/A	0	FOX, VICKI
194	10295257	Meyer, Urban		N/A	0	KRENING, CERI
195	10295258	Meyer, Urban		N/A	0	WEIGEL, RHETT
196	10295259	Meyer, Urban		N/A	0	ABERNATHY, KIM
197	10295260	Meyer, Urban		N/A	0	BOOKWALTER, KATELYN
198	10295261	Meyer, Urban		N/A	0	HALCOMB, FRANKLIN
199	10295262	Meyer, Urban		N/A	0	ABERNATHY, CHARLES
200	10295263	Meyer, Urban		N/A	0	PETROCHELLO, KENNETH
201	10295264	Meyer, Urban		N/A	0	PETROCHELLO, JOSEPH
202	10295265	Meyer, Urban		N/A	0	ROSS, GREGORY
203	10295266	Meyer, Urban		N/A	0	MILANO, DALE
204	10295267	Meyer, Urban		N/A	0	HAIGHT, JAMES
205	10295268	Meyer, Urban		N/A	0	DETILLION, DAN
206	10295269	Meyer, Urban		N/A	0	DETILLION, KAREN
207	10295270	Meyer, Urban		N/A	0	
208	10295271	Meyer, Urban		N/A	0	
209	10295272	Meyer, Urban		N/A	0	
210	10295273	Meyer, Urban		N/A	0	

	G	H	I
169	Friend	Suite	
170	Friend	Suite	
171	Friend	Suite	
172	Friend	Suite	
173	Friend	Suite	
174	Friend	Suite	
175	Friend	Suite	
176	Friend	Suite	
177	Friend	Suite	
178	Friend	Suite	
179	Friend	Suite	
180	Spouse	Comp, Row 10	30
181	Friend	Comp, Row 10	30
182	Friend	Comp, Row 10	30
183			30
184			30
185			30
186	In-law	Comp, Row 9	30
187	In-law	Comp, Row 9	30
188	Niece	Comp, Row 9	30
189	Friend	Comp, Row 9	30
190	In-law	Comp, Row 9	30
191	In-law	Comp, Row 9	30
192	Friend	Buy	5
193	Friend	Buy	5
194	Friend	Buy	5
195	Friend	Buy	5
196	Friend	Buy	5
197	Friend	Buy	5
198	Friend	Buy	5
199	Friend	Buy	5
200	Friend	Buy	5
201	Friend	Buy	5
202	Friend	Buy	5
203	Friend	Buy	5
204	Friend	Buy	5
205	Friend	Buy	5
206	Friend	Buy	5
207			
208			
209			
210			

	A	B	C	D	E	F
211	10295274	Meyer, Urban		N/A	0	
212	10319021	Nerl, Kevin		N/A	0	NERL, THOMAS
213	10319022	Nerl, Kevin		N/A	0	NERL, SOPHIA
214	10295102	Nicol, Amy		N/A	0	HALPIN, AMY
215	10295103	Nicol, Amy		N/A	0	NICOL, RORY
216	10295104	Nicol, Amy		N/A	0	KELCH, MAGGI
217	10295105	Nicol, Amy		N/A	0	KELCH, DAVE
218	10295106	Nicol, Amy		N/A	0	WILKER, GRACE
219	10295107	Nicol, Amy		N/A	0	WILKER, THOMAS
220	10295108	Nicol, Amy		N/A	0	WILKER, ALLISON
221	10295109	Nicol, Amy		N/A	0	WILKER, AMY
222	10318933	Nicol, Amy	Matusz, Phil	N/A	0	ALVAREZ, KELSEY
223	10318934	Nicol, Amy	Matusz, Phil	N/A	0	HUNTER, IAN
224	10295044	Pantoni, Mark		N/A	0	PANTONI, KRISTIN
225	10295045	Pantoni, Mark		N/A	0	O'BERRY, RICHARD
226	10295046	Pantoni, Mark		N/A	0	KELLEY, ELISABETH
227	10295047	Pantoni, Mark		N/A	0	JENKINS, COURTNEY
228	10295048	Pantoni, Mark		N/A	0	WHITE, GRIFFIN
229	10295049	Pantoni, Mark		N/A	0	WHITE, JOSH
230	10295050	Pantoni, Mark		N/A	0	KELLEY, KARA
231	10295051	Pantoni, Mark		N/A	0	KELLEY, KATHERINE
232	10295052	Pantoni, Mark		N/A	0	CLARK, JUDY
233	10295053	Pantoni, Mark		N/A	0	CLARK, PAT
234	10295054	Pantoni, Mark		N/A	0	MCGINN, JOSEPH
235	10295055	Pantoni, Mark		N/A	0	STETSON, JOSH
236	10319035	Plageman, Katie		N/A	0	GREINER, BRET
237	10319036	Plageman, Katie		N/A	0	DAULTON, JT
238	10319037	Plageman, Katie		N/A	0	WADE, TOM JR
239	10319038	Plageman, Katie		N/A	0	FOSTER, CHRIS
240	10295094	Quisenberry, Mark		N/A	0	PARKER, JAKE
241	10295095	Quisenberry, Mark		N/A	0	PARKER, MICHAEL
242	10295096	Quisenberry, Mark		N/A	0	PARKER, MOLLY
243	10295097	Quisenberry, Mark		N/A	0	PARKER, NICK
244	10295171	Ries, Kevin		N/A	0	RIES, ANNIE
245	10295172	Ries, Kevin		N/A	0	DWYER, BRIAN
246	10295173	Ries, Kevin		N/A	0	PETERS, JOSH
247	10295174	Ries, Kevin		N/A	0	PETERS, GRETCHEN
248	10319023	Santeramo, Mike		N/A	0	MILLER, ALYSSA
249	10319024	Santeramo, Mike		N/A	0	ROSS, CHAD
250	10318956	Schiano, Greg		N/A	0	
251	10318957	Schiano, Greg		N/A	0	
252	10318958	Schiano, Greg		N/A	0	

	G	H	I
211			
212	Father		5
213	Sister		5
214	Self	comp	30
215	Friend	comp	30
216	Friend	comp	30
217	Friend	comp	30
218	Friend	buy	30
219	Friend	buy	30
220	Friend	buy	30
221	Friend	buy	30
222	Friend		30
223	Friend		30
224	Spouse	COMP	30
225	In-law	COMP	30
226	Friend	COMP	30
227	Friend	COMP	30
228	Friend	COMP	30
229	Friend	COMP	30
230	Friend	BUY	5
231	Friend	BUY	5
232	Friend	BUY	5
233	Friend	BUY	5
234	Friend	BUY	5
235	Friend	BUY	5
236	Boyfriend		30
237	Friend		30
238	Friend		30
239	Friend		30
240	Friend		5
241	Friend		5
242	Friend		5
243	Friend		5
244	Sister	19AA Row 3 Seat 14	5
245	Friend	19AA Row 3 Seat 15	5
246	Cousin	19AA Row 3 Seat 16	5
247	Cousin	19AA Row 3 Seat 17	5
248	Friend		5
249	Friend		5
250			30
251			30
252			30

	A	B	C	D	E	F
253	10318959	Schiano, Greg		N/A	0	
254	10318960	Schiano, Greg		N/A	0	
255	10318961	Schiano, Greg		N/A	0	
256	10318962	Schiano, Greg		N/A	0	
257	10318963	Schiano, Greg		N/A	0	
258	10318964	Schiano, Greg		N/A	0	
259	10318965	Schiano, Greg		N/A	0	
260	10295175	Smith, Zach		N/A	0	SMITH, TIM
261	10295176	Smith, Zach		N/A	0	SMITH, CAM
262	10295177	Smith, Zach		N/A	0	SMITH, QUINN
263	10295178	Smith, Zach		N/A	0	SMITH, COLIN
264	10295179	Smith, Zach		N/A	0	ZIEGLER, SAMMIE
265	10295180	Smith, Zach		N/A	0	POLING, GEORGE
266	10295110	Stamper, Ryan		N/A	0	SERAFIN, CATIANNA
267	10295111	Stamper, Ryan		N/A	0	GOODMAN, HEATHER
268	10295112	Stamper, Ryan		N/A	0	FARRIS, LATOYA
269	10295113	Stamper, Ryan		N/A	0	MCCANN, SAMAR
270	10295153	Stewart, Adam		N/A	0	MARTORELLI, CRISTINA
271	10295154	Stewart, Adam		N/A	0	DORMAN, SARA
272	10295155	Stewart, Adam		N/A	0	STEWART, ROBERT
273	10295156	Stewart, Adam		N/A	0	STEWART, SHARON
274	10295123	Studrawa, Greg		N/A	0	STUDRAWA, CINDY
275	10295124	Studrawa, Greg		N/A	0	BAREIS, MIKE
276	10295125	Studrawa, Greg		N/A	0	BAREIS, NATALIE
277	10295126	Studrawa, Greg		N/A	0	BAREIS, RACHEL
278	10295127	Studrawa, Greg		N/A	0	BAREIS, MEGHAN
279	10295128	Studrawa, Greg		N/A	0	
280	10295129	Studrawa, Greg		N/A	0	HEINSMAN, AMY
281	10295130	Studrawa, Greg		N/A	0	HEINSMAN, ANDREW
282	10295131	Studrawa, Greg		N/A	0	HEINSMAN, MEGHAN
283	10295132	Studrawa, Greg		N/A	0	HEINSMAN, RUSSELL
284	10295133	Studrawa, Greg		N/A	0	
285	10295134	Studrawa, Greg		N/A	0	
286	10319031	Swartz, Zach		N/A	0	SWARTZ, VICTOR
287	10319032	Swartz, Zach		N/A	0	SWARTZ, DONNA
288	10319033	Swartz, Zach		N/A	0	SWARTZ, JACOB
289	10319034	Swartz, Zach		N/A	0	SMITH, MASON
290	10295169	Sypniak, Michael	Deam, Tyler	N/A	0	STAUB, DANIEL
291	10295170	Sypniak, Michael	Deam, Tyler	N/A	0	BOSS, REGINA
292	10295201	Sypniak, Michael		N/A	0	SYNIAK, SARAH
293	10295202	Sypniak, Michael		N/A	0	TELLIER, LAURA .
294	10295203	Sypniak, Michael		N/A	0	BOSS, EDWARD .

	G	H	I
253			30
254			30
255			30
256			30
257			30
258			30
259			30
260			30
261			30
262			30
263			30
264			30
265			30
266	Friend		30
267	Friend		30
268	Friend		30
269	Friend		30
270	Girlfriend	Comp	5
271	Friend	Comp	5
272	Father		5
273	Mother		5
274	Spouse	Comp	30
275	Brother	Comp	30
276	Niece	Comp	30
277	Niece	Comp	30
278	Niece	Comp	30
279			30
280	Friend	Buy Gate5	5
281	Friend	Buy Gate 5	5
282	Friend	Buy Gate 5	5
283	Friend	Buy Gate 5	5
284			5
285			5
286	Father		5
287	Mother		5
288	Brother		5
289	Friend		5
290	Friend	Tyler Deam tix	5
291	Friend	Tyler Deam tix	5
292	Spouse	19AA	5
293	Friend	19AA	5
294	Friend	15A	5

	A	B	C	D	E	F
295	10295204	Sypniak, Michael		N/A	0	BOSS, JACQUELINE
296	10295157	Tempel, Quinn		N/A	0	TEMPEL, KURT
297	10295158	Tempel, Quinn		N/A	0	TEMPEL, EMILY
298	10295159	Tempel, Quinn		N/A	0	GLASS, BOB
299	10295160	Tempel, Quinn		N/A	0	GLASS, JANINE
300	10295161	Tempel, Quinn		N/A	0	DEVORE, BETSY
301	10295162	Tempel, Quinn		N/A	0	DEVORE, COURTNEY
302	10295163	Tempel, Quinn		N/A	0	DEVORE, HEATHER
303	10295164	Tempel, Quinn		N/A	0	DEVORE, MIKE
304	10319047	Terwilliger, Ed		N/A	0	TERWILLIGER, DEBRA
305	10319048	Terwilliger, Ed		N/A	0	HASKINS, JIM
306	10295165	Thurin, Matt		N/A	0	SNELL, MICHELE
307	10295166	Thurin, Matt		N/A	0	SNELL, JOHN
308	10318935	Thurin, Matt	Matusz, Phil	N/A	0	TINTO, JOE
309	10318940	Thurin, Matt		N/A	0	THURIN, ELIZABETH
310	10318941	Thurin, Matt		N/A	0	TINTO, SARAH
311	10319043	Trichel, David		N/A	0	SWANSON, CARL
312	10319044	Trichel, David		N/A	0	SWANSON, CAROLYN
313	10319045	Trichel, David		N/A	0	STAUB, MEGAN
314	10319046	Trichel, David		N/A	0	STAUB, TIM
315	10295017	Uhlenhake, Jeff		N/A	0	UHLENHAKE, ANGIE
316	10295018	Uhlenhake, Jeff		N/A	0	UHLENHAKE, BEN
317	10295019	Uhlenhake, Jeff		N/A	0	UHLENHAKE, JAKE
318	10295020	Uhlenhake, Jeff		N/A	0	WILLIAMS, QUINN
319	10295021	Uhlenhake, Jeff		N/A	0	
320	10295022	Uhlenhake, Jeff		N/A	0	
321	10295205	Voltolini, Brian		N/A	0	HERMAN, MIKE
322	10295206	Voltolini, Brian		N/A	0	HERMAN, ADAM
323	10295207	Voltolini, Brian		N/A	0	HERMAN, SPENCER
324	10295208	Voltolini, Brian		N/A	0	GLECKLER, COLE
325	10295209	Voltolini, Brian		N/A	0	GLECKLER, KIP
326	10295210	Voltolini, Brian		N/A	0	GLECKLER, LUKE
327	10295024	Warinner, Ed		N/A	0	WARINNER, MARY BETH
328	10295025	Warinner, Ed		N/A	0	KANOSKI, GRACE
329	10295026	Warinner, Ed		N/A	0	WARINNER, JAKE
330	10295027	Warinner, Ed		N/A	0	WARINNER, JOHN
331	10295028	Warinner, Ed		N/A	0	WARINNER, PATINA
332	10295029	Warinner, Ed		N/A	0	POTTS, PATRICIA
333	10295030	Warinner, Ed		N/A	0	MILLER, BETH
334	10295031	Warinner, Ed		N/A	0	MILLER, KATHERINE
335	10295032	Warinner, Ed		N/A	0	WEFELMEIER, MARCIA
336	10295033	Warinner, Ed		N/A	0	MANGAN, PAIGE



	G	H	I
295	Friend	15A	5
296	Father		30
297	Mother		30
298	Friend		30
299	Friend		30
300	Friend		5
301	Friend		5
302	Friend		5
303	Friend		5
304	Spouse		5
305	Friend		5
306	Friend	PAID Season Ticket	5
307	Friend	PAID Season Ticket	5
308	In-law	COMP-FIELD PASS	30
309	Spouse	COMP-FIELD PASS	30
310	In-law	COMP-FIELD PASS	30
311	Friend		5
312	Friend		5
313	Friend		5
314	Friend		5
315	Spouse		30
316	Son		30
317	Son		30
318	Friend		30
319			5
320			5
321	Friend		30
322	Friend		30
323	Friend		30
324	Friend		30
325	Friend		30
326	Friend		30
327	Spouse		30
328	Friend		30
329	Nephew		30
330	Brother		30
331	In-law		30
332	Friend		30
333	Friend		5
334	Friend		5
335	Friend		5
336	Friend		5

	A	B	C	D	E	F
337	10295064	Widman, Adam		N/A	0	
338	10295065	Widman, Adam		N/A	0	

	G	H	I
337			5
338			5

	A	B	C	D	E	F
1	Player Assigning	Orig Player	Assigning Player Eligibility	Assigning Player Rank	Guest Name	Relationship
2	Alford, Tony		N/A	0	ALFORD, BRAYDON	Son
3	Alford, Tony		N/A	0	SEXTON, CHARLIE	Friend
4	Alford, Tony		N/A	0	SEXTON, TIFFANY	Friend
5	Alford, Tony		N/A	0	MOORE, DAVE	Friend
6	Alford, Tony		N/A	0	NOVAK, MAX	Friend
7	Alford, Tony		N/A	0	SCHOETTNER, ERIC	Friend
8	Barham, Quinn		N/A	0	BARHAM, SAMUEL IV	Father
9	Barham, Quinn		N/A	0	BARHAM, KAYLA	Sister
10	Barham, Quinn		N/A	0	BARHAM, TERESA	Mother
11	Barham, Quinn		N/A	0	HINTON, CHASSIDY	Girlfriend
12	Barnhouse, Shaun		N/A	0	HEDGES, KATLIN	Friend
13	Barnhouse, Shaun		N/A	0	HEDGES, RICHARD	Friend
14	Barnhouse, Shaun		N/A	0		
15	Barnhouse, Shaun		N/A	0		
16	Beck, Tim		N/A	0	BECK, TAMARA	Spouse
17	Beck, Tim		N/A	0	BECK, HAYLIE	Daughter
18	Beck, Tim		N/A	0	BECK, GERALD	Father
19	Beck, Tim		N/A	0	BECK, MARTHA	Mother
20	Beck, Tim		N/A	0	BRENNER, MADISON	Friend
21	Beck, Tim		N/A	0	MERRELS, LINDSEY	Friend
22	Beck, Tim		N/A	0	DIPASQUA, JOSEPH	Friend
23	Beck, Tim		N/A	0	DIPASQUA, JANA	Friend
24	Beck, Tim		N/A	0	DIPASQUA, JULIA	Friend
25	Beck, Tim		N/A	0	DIPASQUA, SOFIA	Friend
26	Brown, Jacob		N/A	0	COOKSEY, JANET	Aunt
27	Brown, Jacob		N/A	0	JOACHIM, JEFF	Friend
28	Buckley, Sean		N/A	0	ATHERTON, JENNIFER	Friend
29	Buckley, Sean		N/A	0	MATTOCKS, ASHLEE	Friend
30	Calland, Doug		N/A	0	BARNES, LISA	Friend
31	Calland, Doug		N/A	0	WHISNER, EMERSON	Friend
32	Calland, Doug		N/A	0	SWINT, BRITTNEY	Friend
33	Calland, Doug		N/A	0	SWATHIE, PETER	Friend
34	Collins, Brady		N/A	0	COLLINS, ALLIE	Spouse
35	Collins, Brady		N/A	0	COLLINS, STEVE	Father
36	Collins, Brady		N/A	0	BROOKS, LAUREN	In-law
37	Collins, Brady		N/A	0	BROOKS, SEAN	In-law
38	Collins, Brady		N/A	0	COLLINS, KAYLEE	Daughter
39	Coombs, Kerry		N/A	0	GIBSON, HAROLD	In-law
40	Coombs, Kerry		N/A	0	GIBSON, JODY	In-law
41	Coombs, Kerry		N/A	0	COOMBS, PAT	Mother
42	Coombs, Kerry		N/A	0	COOMBS, JOSEPH	Father

	G	H
1	Request	Gate
2		30
3		30
4		30
5		30
6		30
7		30
8		5
9		5
10		5
11		5
12		5
13		5
14		5
15		5
16		30
17		30
18		30
19		30
20		30
21		30
22		5
23		5
24		5
25		5
26		5
27		5
28		30
29		30
30		5
31		5
32		5
33		5
34		5
35		5
36		5
37		5
38	Lap Ticket	5
39		30
40		30
41		30
42		30

	A	B	C	D	E	F
43	Coombs, Kerry		N/A	0	COOMBS, HOLLY	Spouse
44	Coombs, Kerry		N/A	0	ROMPIES, CORTNEY	Daughter
45	Coombs, Kerry		N/A	0	ROMPIES, ROB	Friend
46	Coombs, Kerry		N/A	0	ROMPIES, AVERY	Daughter
47	Cordle, Jim		N/A	0	CORDLE, KERRY	Spouse
48	Cordle, Jim		N/A	0	CORDLE, HUNTER	Son
49	Cordle, Jim		N/A	0	Cordle, Jim Sr.	Father
50	Cordle, Jim		N/A	0	Cordle, Denise	Mother
51	Cordle, Jim		N/A	0	Cordle, Elizabeth	Sister
52	Cordle, Jim		N/A	0	FRILLING, KAITLIN	Friend
53	Deam, Tyler		N/A	0	CROWDER, JOHN	Friend
54	Deam, Tyler		N/A	0	CROWDER, ROBERT	Friend
55	Deam, Tyler		N/A	0	GIBBONS, CAITLIN	Friend
56	Deam, Tyler		N/A	0	FLOREA, DAVID	Friend
57	Dennis, Corey		N/A	0	ANDERSEN, BRITTN	Friend
58	Dennis, Corey		N/A	0	ANDERSEN, SEAN	Friend
59	Dennis, Corey		N/A	0	SWANSON, CAROLYN	Friend
60	Dennis, Corey		N/A	0	SWANSON, CARL	Friend
61	Dennis, Corey		N/A	0	ROBY, BONNIE	Friend
62	Dennis, Corey		N/A	0	ROBY, JEFF	Friend
63	Emig, Jerry		N/A	0		
64	Emig, Jerry		N/A	0		
65	Emig, Jerry		N/A	0		
66	Emig, Jerry		N/A	0		
67	Fickell, Luke		N/A	0	FICKELL, AMY	Spouse
68	Fickell, Luke		N/A	0	FICKELL, LANDON	Son
69	Fickell, Luke		N/A	0	FICKELL, LUCA	Daughter
70	Fickell, Luke		N/A	0	FICKELL, ASHTON	Friend
71	Fickell, Luke		N/A	0	FICKELL, AYDON	Friend
72	Fickell, Luke		N/A	0	NOURSE, SCOTT	In-law
73	Fickell, Luke		N/A	0	HOYING, JACOB	Nephew
74	Fickell, Luke		N/A	0	FICKELL, LAYKON	Son
75	Fickell, Luke		N/A	0	FICKELL, LUCIAN	Son
76	Fickell, Luke		N/A	0	LAWLER, ALICE	Friend
77	Fickell, Luke		N/A	0	LAWLER, JASON	Friend
78	Halpin, Amy		N/A	0	HALPIN, AMY	Self
79	Halpin, Amy		N/A	0	NICOL, RORY	Friend
80	Halpin, Amy		N/A	0	JOYCE, DANIEL	Friend
81	Halpin, Amy		N/A	0	KWASNIEWSKI, JACKSON	Cousin
82	Halpin, Amy		N/A	0	JOYCE, JENNIFER	Friend
83	Halpin, Amy		N/A	0	JOYCE, CAITLYN	Cousin
84	Halpin, Amy		N/A	0	KWASNIEWSKI, LANCE	Cousin

	G	H
43		30
44		30
45		30
46	Lap Ticket	30
47	19AA - Closest to the aisle	30
48	19AA	30
49	19AA	30
50	19AA	30
51	15A	5
52	15A	5
53	19AA	5
54	19AA	5
55		5
56		5
57		30
58		30
59		30
60		30
61		30
62		30
63		5
64		5
65		5
66		5
67		30
68		30
69		30
70		30
71		30
72		30
73		30
74		30
75	Lap Ticket	30
76	17A- Gate 5	5
77	17A - Gate 5	5
78	Comp	30
79	Comp	30
80	Comp	30
81	Comp	30
82	ADA Option @Gate 30 please	5
83	ADA Option @Gate 30 please	5
84	OptionGate @ 30 please	30

	A	B	C	D	E	F
85	Halpin, Amy		N/A	0	QUINN, PAM	Friend
86	Hibbs, Matt		N/A	0	HIBBS, DANA	Spouse
87	Hibbs, Matt		N/A	0	MORRISON, KELLY	In-law
88	Hinton, Tim		N/A	0	HINTON, DAWN	Daughter
89	Hinton, Tim		N/A	0	HINTON, GIANNA	Daughter
90	Hinton, Tim		N/A	0	WALLICK, EMMA	Friend
91	Hinton, Tim		N/A	0	SHESEY, LESLIE	Friend
92	Hinton, Tim		N/A	0	WARRIX, GINGER	Friend
93	Hinton, Tim		N/A	0	WARRIX, JOHN	Friend
94	Hinton, Tim		N/A	0	YOUNG, CADE	Friend
95	Hinton, Tim		N/A	0	YOUNG, TIMOTHY	Friend
96	Hinton, Tim		N/A	0	YOUNG, KISHA	Friend
97	Hinton, Tim		N/A	0	YOUNG, COURTNEY	Friend
98	Hinton, Tim		N/A	0	MARTIN, RJ	Friend
99	Hinton, Tim		N/A	0	CASSLEY, PEYTON	Friend
100	Hodges, Eron		N/A	0	BAILEY, SYDNEY	Friend
101	Hodges, Eron		N/A	0	WADE, KORRION	Friend
102	Jefferson, Stan		N/A	0	SCOTT, CAROL	Friend
103	Jefferson, Stan		N/A	0	DAVIS, SONDR	Friend
104	Jefferson, Stan		N/A	0	JONES, CALEB	Friend
105	Jefferson, Stan		N/A	0	JONES, TONI	Friend
106	Jefferson, Stan		N/A	0	WILSON, YOLANDA	Friend
107	Jefferson, Stan		N/A	0	WILLIAMS, LAVELL	Friend
108	Jefferson, Stan		N/A	0	BUTTS, RICK	Friend
109	Jefferson, Stan		N/A	0	ELDER, SYLVESTER	Friend
110	Johnson, Larry		N/A	0	JOHNSON, CHRISTINE	Spouse
111	Johnson, Larry		N/A	0	JOHNSON, TERESA	Daughter
112	Johnson, Larry		N/A	0	WARD, BRIAN	Friend
113	Johnson, Larry		N/A	0	WARD, TERRI	Friend
114	Johnson, Larry		N/A	0		
115	Johnson, Larry		N/A	0		
116	Joyner, Randall		N/A	0	YOUNG, TRIMIESHA	Girlfriend
117	Kabay, Matthew		N/A	0	KABAY, MICHAEL	Father
118	Kabay, Matthew		N/A	0	KABAY, MICHELE	Mother
119	Knorr, Brian		N/A	0	KNORR, WILLIAM	Son
120	Knorr, Brian		N/A	0	SHAPIRO, TANNER	Friend
121	Knorr, Brian		N/A	0	HODGSON, BLAKE	Friend
122	Knorr, Brian		N/A	0	HODGSON, BRODIE	Friend
123	Lachey, Rob		N/A	0	GMEINER, JAYNE .	Sister
124	Lachey, Rob		N/A	0	LACHEY, RON .	Brother
125	Lachey, Rob		N/A	0	GMEINER, CATIE .	Niece
126	Lachey, Rob		N/A	0	HALPIN, JOEY .	Friend



	G	H
85	OptionGate @ 30 please	30
86		5
87		5
88		30
89		30
90		30
91		30
92		30
93		30
94		5
95		5
96		5
97		5
98		5
99		5
100		5
101		5
102	19AA - Gate 32	30
103	19AA - Gate 32	30
104	19AA - Gate 32	30
105	19AA - Gate 32	30
106	26A - Gate 5	5
107	26A - Gate 5	5
108	26A - Gate 5	5
109	26A - Gate 5	5
110		30
111		30
112		30
113		30
114		30
115		30
116	TO MY NUMBER ONE FAN!!! I LOVE YOU	30
117		5
118		5
119		30
120		30
121	buys	30
122	buys	30
123		5
124		5
125		5
126		5

	A	B	C	D	E	F
127	Marotti, Mickey		N/A	0	MAROTTI, SUSIE	Spouse
128	Marotti, Mickey		N/A	0	MAROTTI, MADDIE	Daughter
129	Marotti, Mickey		N/A	0	POST, JAKE	Friend
130	Marotti, Mickey		N/A	0	HUMPHREY, MADDY	Friend
131	Marotti, Mickey		N/A	0	KINKER, SETH	Friend
132	Marotti, Mickey		N/A	0	MAROTTI, RICK	Brother
133	Marotti, Mickey		N/A	0	GREER, J. MICHAEL	Friend
134	Marotti, Mickey		N/A	0	GREER, JUDY	Friend
135	Marotti, Mickey		N/A	0	DEFRIES, TRUDI	Friend
136	Mason, Brian		N/A	0	BRING, BEN	Friend
137	Mason, Brian		N/A	0	BRING, DEAN	Friend
138	Mason, Brian		N/A	0	KAUFMAN, AMY	Friend
139	Mason, Brian		N/A	0	KAUFMAN, BEN	Friend
140	Mason, Brian		N/A	0	ROBERTSON, NOAH	Friend
141	Mason, Brian		N/A	0	ROBERTSON, JOSEPH	Friend
142	Mason, Brian	Joyner, Randall	N/A	0	BRING, BLAINE	Friend
143	Matta, Thad		N/A	0	MATTA, ALI	Daughter
144	Matta, Thad		N/A	0	DIRRIG, SARINA	Friend
145	Matta, Thad		N/A	0	BRUNETTO, JEN	Friend
146	Matta, Thad		N/A	0	BRUNETTO, JOEY	Friend
147	Matta, Thad		N/A	0	MILLER, TOM	Friend
148	Matta, Thad		N/A	0	DISKIN, DAVID	Friend
149	Matta, Thad		N/A	0	WAGNER, GRANT	Friend
150	Matta, Thad		N/A	0	WAGNER, SUZANNE	Friend
151	Matta, Thad		N/A	0	MARTIN, ANN	Friend
152	Matta, Thad		N/A	0	MARTIN, JAY	Friend
153	Matta, Thad		N/A	0	GISHEL, LORI	Friend
154	Matta, Thad		N/A	0	RIOUX, TIM	Friend
155	Matusz, Phil		N/A	0		
156	Matusz, Phil		N/A	0		
157	Matusz, Phil		N/A	0		
158	Matusz, Phil		N/A	0		
159	McGuff, Kevin		N/A	0	BIER, CLOE	Friend
160	McGuff, Kevin		N/A	0	CORSO, ZAC	Friend
161	McGuff, Kevin		N/A	0	CORSO, MAX	Friend
162	McGuff, Kevin		N/A	0	CORSO, JIM	Friend
163	McGuff, Kevin		N/A	0	HOWARD, CEDRIC	Friend
164	McGuff, Kevin		N/A	0	GANT, DERIC	Friend
165	McGuff, Kevin		N/A	0	GOODWIN, ROBB	Friend
166	McGuff, Kevin		N/A	0	PEAKS, DONNETTA	Friend
167	McGuff, Kevin		N/A	0	GANS, GEORGE	Friend
168	McGuff, Kevin		N/A	0	GANS, CAROL	Friend

	G	H
127	seat 27	30
128	seat 26	30
129	seat 25	30
130	24	30
131	23	30
132		30
133	buys	5
134	buys	5
135	buys	5
136	Gate 30 Comp	30
137	Gate 30 Comp	30
138	Gate 30 Comp	30
139	Gate 30 Comp	30
140	Gate 5 Paid	5
141	Gate 5 Paid	5
142	Gate 30 comp	30
143	18a 7 24 field pass	5
144	18a 7 25 field pass	5
145	18a 7 26	5
146	18a 7 27	5
147	18a 7 28	5
148	18a 7 29	5
149	25 a 23 1	5
150	25a 23 2	5
151	25a 23 3	5
152	25a 23 4	5
153	25a 23 5	5
154	25a 23 6	5
155		5
156		5
157		5
158		5
159		30
160		30
161		30
162		30
163		30
164		30
165		30
166		30
167		30
168		30

	A	B	C	D	E	F
169	McGuff, Kevin		N/A	0		
170	McGuff, Kevin		N/A	0		
171	McMickle, Sean		N/A	0	MCMICKLE, KARA	Spouse
172	McMickle, Sean		N/A	0	PANNULLO, JAMIE	Friend
173	Meyer, Urban		N/A	0	MEYER, SHELLEY	Spouse
174	Meyer, Urban		N/A	0	MEYER, NICKI	Daughter
175	Meyer, Urban		N/A	0	HAZELWOOD, JOANNE	Friend
176	Meyer, Urban		N/A	0	BAUTISTA, DAVID	Friend
177	Meyer, Urban		N/A	0	BAUTISTA, CHRISTINE	Friend
178	Meyer, Urban		N/A	0	SODERBERG, ALLISON	Friend
179	Meyer, Urban		N/A	0	CORY, BRIAN	Friend
180	Meyer, Urban		N/A	0	ROUSH, DOUG	Friend
181	Meyer, Urban		N/A	0	DRENCKPOHL, DOUG	Friend
182	Meyer, Urban		N/A	0	CLINE, CHRIS	Friend
183	Meyer, Urban		N/A	0	MEYER, GIGI	Daughter
184	Meyer, Urban		N/A	0	CIESIELCZYK, ASHLEY	Friend
185	Meyer, Urban		N/A	0	ESCOE, GIGI	In-law
186	Meyer, Urban		N/A	0	ESCOE, JIM	In-law
187	Meyer, Urban		N/A	0	JUDD, ERIKA	In-law
188	Meyer, Urban		N/A	0	JUDD, JERRY	Cousin
189	Meyer, Urban		N/A	0	BEELE, SAM	In-law
190	Meyer, Urban		N/A	0	LANE, SAM	Friend
191	Meyer, Urban		N/A	0	ABERNATHY, KIM	Friend
192	Meyer, Urban		N/A	0	WAGNER, MADALYN	Friend
193	Meyer, Urban		N/A	0	WILLS, JOE	Friend
194	Meyer, Urban		N/A	0	MARSH, MELISSA	Friend
195	Meyer, Urban		N/A	0	PENNINGTON, JOSHUA	Friend
196	Meyer, Urban		N/A	0	PENNINGTON, SCOTT	Friend
197	Meyer, Urban		N/A	0	BRYANT, MIKE	Friend
198	Meyer, Urban		N/A	0	GIFFORD, PAM	Friend
199	Meyer, Urban		N/A	0	GIFFORD, TAYLOR	Friend
200	Meyer, Urban		N/A	0	RATCLIFF, DONALD	Friend
201	Meyer, Urban		N/A	0	LOTEY, ANUDEEP	Friend
202	Meyer, Urban		N/A	0	HENDY, MICHELLE	Friend
203	Meyer, Urban		N/A	0	HENDY, BRIAN	Friend
204	Meyer, Urban		N/A	0	HOOSIER, CASSIE	Friend
205	Meyer, Urban		N/A	0	HOOSIER, LOGAN	Friend
206	Meyer, Urban		N/A	0		
207	Meyer, Urban		N/A	0		
208	Meyer, Urban		N/A	0		
209	Meyer, Urban		N/A	0		
210	Meyer, Urban		N/A	0		

	G	H
169		30
170		30
171		5
172		5
173	Suite	30
174	Suite	30
175	Suite	30
176	Suite	30
177	Suite	30
178	Suite	30
179	Comp - Aisle	30
180	Comp	30
181	Comp	30
182	Comp	30
183	Comp	30
184	Comp	30
185	Comp - Aisle	30
186	Comp	30
187	Comp	30
188	Comp	30
189	Comp	30
190	Comp	30
191	Buy	5
192	Buy	5
193	Buy	5
194	Buy	5
195	Buy	5
196	Buy	5
197	Buy	5
198	Buy	5
199	Buy	5
200	Buy	5
201	Buy	5
202	Buy	5
203	Buy	5
204	Nationwide	5
205	Nationwide	5
206		
207		
208		
209		
210		

	A	B	C	D	E	F
211	Meyer, Urban		N/A	0		
212	Meyer, Urban		N/A	0		
213	Meyer, Urban		N/A	0		
214	Meyer, Urban		N/A	0		
215	Meyer, Urban		N/A	0		
216	Meyer, Urban		N/A	0		
217	Meyer, Urban		N/A	0		
218	Meyer, Urban		N/A	0		
219	Nerl, Kevin		N/A	0	WEIHE, KATHRYN	Girlfriend
220	Nerl, Kevin		N/A	0	MCKAY, BROOKE	Friend
221	Pantoni, Mark		N/A	0	JENKINS, COURTNEY	Friend
222	Pantoni, Mark		N/A	0	WHITE, ANDREW	Friend
223	Pantoni, Mark		N/A	0	DEWITT, KATHERINE	Friend
224	Pantoni, Mark		N/A	0	HENEHAN, ANDREW	Friend
225	Pantoni, Mark		N/A	0	CAMPBELL, MARTHA	Friend
226	Pantoni, Mark		N/A	0	CAMPBELL, MARY ELLEN	Friend
227	Pantoni, Mark		N/A	0	CLARK, PAT	Friend
228	Pantoni, Mark		N/A	0	OREILLY, BRIAN	Friend
229	Pantoni, Mark		N/A	0	QUINN, JOHN	Friend
230	Pantoni, Mark		N/A	0	QUINN, CHARLES	Friend
231	Pantoni, Mark		N/A	0	CAVELLO, DOMINIC JR	Friend
232	Pantoni, Mark		N/A	0	WISE, GAGE	Friend
233	Plageman, Katie		N/A	0	GREINER, BRET	Boyfriend
234	Plageman, Katie		N/A	0	MULLINS, STACEY	Friend
235	Plageman, Katie		N/A	0	DOERSAM, JEREMY	Friend
236	Plageman, Katie		N/A	0	PLAGEMAN, KATIE	Self
237	Quisenberry, Mark		N/A	0	QUISENBERRY, BELINDA	Spouse
238	Quisenberry, Mark		N/A	0	QUISENBERRY, BRYCE	Son
239	Quisenberry, Mark		N/A	0	QUISENBERRY, TEAGAN	Daughter
240	Quisenberry, Mark		N/A	0	WILSON, LUKE	Friend
241	Ries, Kevin		N/A	0	ROBSON, NATHAN	Friend
242	Ries, Kevin		N/A	0	ROBSON, KATHERINE	Friend
243	Ries, Kevin		N/A	0	GRAESSLE, JULIE	Friend
244	Ries, Kevin		N/A	0	GRAESSLE, LAUREN	Friend
245	Santeramo, Mike		N/A	0	MILLER, GLEN	Friend
246	Santeramo, Mike		N/A	0	MCVEY, GINNY	Friend
247	Schiano, Greg		N/A	0	ALEXANDER, DAVE	In-law
248	Schiano, Greg		N/A	0	ALEXANDER, ELLA	In-law
249	Schiano, Greg		N/A	0	BATES, BRETT	Friend
250	Schiano, Greg		N/A	0	BATES, DARREN	Friend
251	Schiano, Greg		N/A	0	FRIEDMAN, DAVIS	Friend
252	Schiano, Greg		N/A	0	SCHIANO, CHRISTINA	Spouse

	G	H
211		
212		
213		
214		
215		
216		
217		
218		
219		5
220		5
221	COMP	30
222	COMP	30
223	COMP	30
224	COMP	30
225	COMP	30
226	COMP	30
227	BUY	5
228	BUY	5
229	BUY	5
230	BUY	5
231	BUY	5
232	BUY	5
233		30
234		30
235		30
236		30
237		5
238		5
239		5
240		5
241	19AA Row 3 Seat 14	5
242	19AA Row 3 Seat 15	5
243	19AA Row 3 Seat 16	5
244	19AA Row 3 Seat 17	5
245		5
246		5
247	suite	30
248	suite	30
249	comp	30
250	comp	30
251	comp	30
252	suite	30

	A	B	C	D	E	F
253	Schiano, Greg		N/A	0	SCHIANO, JOE	Son
254	Schiano, Greg		N/A	0	SCHIANO, JOHN	Son
255	Schiano, Greg		N/A	0	SCHIANO, MATT	Son
256	Schiano, Greg		N/A	0		
257	Smith, Zach		N/A	0	SMITH, CAMERON	Son
258	Smith, Zach		N/A	0	SMITH, TIM	Father
259	Smith, Zach		N/A	0	SCHOMER, DEBRA	Friend
260	Smith, Zach		N/A	0	MARTIN, SEAN	Friend
261	Smith, Zach		N/A	0	SMITH, KILEY	Sister
262	Smith, Zach		N/A	0	STEMPKY, TRAVIS	Friend
263	Stamper, Ryan		N/A	0	ERDY, BRYNN	Friend
264	Stamper, Ryan		N/A	0	DOMICONE, ZACH	Friend
265	Stamper, Ryan		N/A	0	HESELBART, GRANT	Friend
266	Stamper, Ryan		N/A	0	HESELBART, ASHELY	Friend
267	Stewart, Adam		N/A	0	STEWART, SHARON	Mother
268	Stewart, Adam		N/A	0	STEWART, ROBERT	Father
269	Stewart, Adam		N/A	0	RATENO, RAY	Friend
270	Stewart, Adam		N/A	0	SCHAFFER, KRISTEN	Friend
271	Studrawa, Greg		N/A	0	STUDRAWA, CINDY	Spouse
272	Studrawa, Greg		N/A	0	STUDRAWA, ALLISON	Daughter
273	Studrawa, Greg		N/A	0	BAREIS, HELEN	In-law
274	Studrawa, Greg		N/A	0	BAREIS, PHIL	In-law
275	Studrawa, Greg		N/A	0	BAREIS, RYAN	Nephew
276	Studrawa, Greg		N/A	0	STUDRAWA, GEOFF	Brother
277	Studrawa, Greg		N/A	0	BAREIS, ABBY	Niece
278	Studrawa, Greg		N/A	0	BAREIS, NICOLE	Niece
279	Studrawa, Greg		N/A	0	BAREIS, SHERI	Sister
280	Studrawa, Greg		N/A	0	BAREIS, MARK	Brother
281	Studrawa, Greg		N/A	0	SIEBENALLER, JOSH	Friend
282	Studrawa, Greg		N/A	0	SIEBENALLER, MELIAH	Friend
283	Swartz, Zach		N/A	0	GRUBER, WILLIAM	Friend
284	Swartz, Zach		N/A	0	BURNARD, WILL	Friend
285	Swartz, Zach		N/A	0	HOFFMAN, ROBERT	Friend
286	Swartz, Zach		N/A	0	HOFFMAN, COLBY	Friend
287	Sypniak, Michael		N/A	0	CROUTHAMEL, BRUCE .	Friend
288	Sypniak, Michael		N/A	0	CROUTHAMEL, ELLEN .	Friend
289	Sypniak, Michael		N/A	0		
290	Sypniak, Michael		N/A	0		
291	Tempel, Quinn		N/A	0	TEMPEL, KURT	Father
292	Tempel, Quinn		N/A	0	TEMPEL, EMILY	Mother
293	Tempel, Quinn		N/A	0	TEMPEL, HANNAH	Sister
294	Tempel, Quinn		N/A	0	PHELPS, MORGAN	Friend



	G	H
253	comp	30
254	comp	30
255	comp	30
256		30
257		30
258		30
259		30
260		30
261		30
262		30
263		30
264		30
265		30
266		30
267	Comp	5
268	Comp	5
269		5
270		5
271	Comp	30
272	Comp	30
273	Comp	30
274	Comp	30
275	Comp	30
276	Comp	30
277	buy Gate 5	5
278	buy Gate 5	5
279	buy Gate 5	5
280	buy Gate 5	5
281	buy Gate 5	5
282	buy Gate 5	5
283		5
284		5
285		5
286		5
287	19AA	5
288	19AA	5
289		5
290		5
291		30
292		30
293		30
294		30

	A	B	C	D	E	F
295	Tempel, Quinn		N/A	0	VAIL, PETE	Friend
296	Tempel, Quinn		N/A	0	VAIL, LYNNETTE	Friend
297	Tempel, Quinn		N/A	0	DERCK, TIM	Friend
298	Tempel, Quinn		N/A	0	DERCK, LISA	Friend
299	Terwilliger, Ed		N/A	0	TERWILLIGER, DEBRA	Spouse
300	Terwilliger, Ed		N/A	0	WOLFE, LORI	Friend
301	Thurin, Matt	Joyner, Randall	N/A	0	THURIN, MARK	Father
302	Thurin, Matt	Joyner, Randall	N/A	0	MOOREHEAD, KEITH	Friend
303	Thurin, Matt		N/A	0	SLACK, MARK	In-law
304	Thurin, Matt		N/A	0	SLACK, JENNIFER	Sister
305	Trichel, David		N/A	0	DALY, SCOTT	Friend
306	Trichel, David		N/A	0	DALY, MIKELA	Friend
307	Trichel, David		N/A	0	DALY, WYATT	Friend
308	Trichel, David		N/A	0		
309	Uhlenhake, Jeff		N/A	0	UHLENHAKE, ANGIE	Spouse
310	Uhlenhake, Jeff		N/A	0	UHLENHAKE, ALLIE	Daughter
311	Uhlenhake, Jeff		N/A	0	UHLENHAKE, BEN	Son
312	Uhlenhake, Jeff		N/A	0	UHLENHAKE, JAKE	Son
313	Uhlenhake, Jeff		N/A	0	HICKMAN, SAM	Friend
314	Uhlenhake, Jeff		N/A	0	HICKMAN, TOM	Friend
315	Voltolini, Brian		N/A	0	VOLTOLINI, LINDSEY	Spouse
316	Voltolini, Brian		N/A	0	VOLTOLINI, DEACON	Son
317	Voltolini, Brian		N/A	0	VOLTOLINI, SCARLETT	Daughter
318	Voltolini, Brian		N/A	0	VOLTOLINI, LUCIA	Daughter
319	Voltolini, Brian		N/A	0	RAKICH, CAROL	Friend
320	Voltolini, Brian		N/A	0	WENTZ, MARLENE	Friend
321	Wallenberg, Dan		N/A	0		
322	Wallenberg, Dan		N/A	0		
323	Wallenberg, Dan		N/A	0		
324	Wallenberg, Dan		N/A	0		
325	Warinner, Ed		N/A	0	WARINNER, MARY BETH	Spouse
326	Warinner, Ed		N/A	0	WARINNER, MERIDETH	Daughter
327	Warinner, Ed		N/A	0	WARINNER, EDWARD	Son
328	Warinner, Ed		N/A	0	WEISS, TAYLOR	Friend
329	Warinner, Ed		N/A	0	HAYS, GINA	Friend
330	Warinner, Ed		N/A	0	HAYS, JEFF	Friend
331	Warinner, Ed		N/A	0	KROEGER, DEBBIE	Friend
332	Warinner, Ed		N/A	0	KROEGER, ALEXIS	Friend
333	Warinner, Ed		N/A	0	KROEGER, DRAKE	Friend
334	Warinner, Ed		N/A	0	KROEGER, BARETT	Friend
335	Warinner, Ed		N/A	0	PALMER, JACKIE	Friend
336	Widman, Adam		N/A	0	BELT, KEVIN	Friend

	G	H
295		5
296		5
297		5
298		5
299		5
300		5
301	Field Pass	30
302	Field Pass	30
303	Field Pass	30
304	Field Pass	30
305		5
306		5
307		5
308		5
309		5
310		5
311		5
312		5
313		5
314		5
315		30
316		30
317		30
318		30
319		30
320		30
321		
322		
323		
324		
325		30
326		30
327		30
328		30
329		30
330		30
331		5
332		5
333		5
334		5
335		5
336		5

	A	B	C	D	E	F
337	Widman, Adam		N/A	0	WHITT, BRANDON	Friend

	G	H
337		5

**From:** Nicol, Amy M.  
**Sent:** Friday, September 02, 2016 12:30 PM  
**To:** Voltolini, Brian  
**Subject:** Zach's Ticket List

SMITH, CAMERON	Son
SMITH, TIM	Father
SCHOMER, DEBRA	Friend
MARTIN, SEAN	Friend
SMITH, KILEY	Sister
STEMPKY, TRAVIS	Friend

**AMY NICOL**  
Director, Football Administration & Special Events | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-688-5560

	A	B	C	D	E	F	G
1	1	Urban Meyer	x	Mark Pantoni	x	Jimmy King	Free
2	2	Luke Fickell	X	Tim Hinton	x	Tyrone Smith	Free
3	3	Larry Johnson	x	Ryan Stamper	x	Kevin Ries	x
4	4	Tony Alford	x	Hiram DeFries	x	Kevin Nerl	x
5	5	Ed Warinner	x	Stan Jefferson	Free	Mitch Marotti	x
6	6	Tim Beck	x	Brian Voltolini	x	Nick Jenkins	x
7	7	Zach Smith	x	Quinn Tempel	x	Ben Hodges	
8	8	Kerry Coombs	x	Amy Halpin	x	Will Strosnider	x
9	9	Greg Schiano	x	Katie Plageman	x	Sean McNamara	x
10	10	Greg Studrawa	x	Jackie Odoguardi		Casey Sudzina	x
11	11	Jimmy Cordle	x	Alex Silvestri	x	Abby Pointinger	
12	12	Randall Joyner	x	Kayla Hackenberg	x	Brandon Muehl	
13	13	Corey Dennis	x	Monica Panzeter		Alex Tober	x
14	14	Brian Mason	x	Jill Keller		Wesley Detter	
15	15	Mike Hartline	x	Meghan Hickey	x	Nicole Killman	x
16	16	Louie Addazio	x	Taylor Young	x	Eric Scholz	
17	17	Nick Sharp	x	Mick Marotti	x	Joseph Hamlet	
18	18	Ryan Conry	x	Phil Matusz	x	Jeff Spellmire	
19	19	Aaron Miller	x	Brady Collins	x	Patrick Birch	
20	20	Matt Thurin	x	Jeff Uhlenhake	x	Devin Cramer	
21	21	Sean Buckley	x	Quinn Barham	x	Matt Hibbs	x
22	22	Brian Knorr	x	Sean McMickle	Free	John Pfizenmeayer	x
23	23	Joker Phillips	x	Mark Quisenberry	x	Natie Phipps	x
24	24	Trichel, R. David	x	Mike Santeramo	x	Evan Brookbank	x
25	25	Jacob Brown	x	Doug Calland	x	Jensen LeJeune	x
26	26	Zach Swartz	x	Mike Sypniak	x		
27	27	Eron Hodges	x	Shaun Barnhouse	x		
28	28	Ed Terwilliger	x	Tyler Deam	x		
29	29	Sam Silverman	x	Matt Kabay	x		
30	30	Kenton Kessler	x	Adam Stewart	x		
31	31	Anthony Coughlan	x	Jimmy Rodenburg	Free		
32	32	Cole Snowden	x	Austin Stephen	Free		
33				Tallen Birmingham	Free		

	A
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3	Fulltime: On the field as a Student Manager and able to travel to away games
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5	Full Time Students: (Enrolled at OHIO STATE FULLTIME)
6	<b>Will Get:</b>
7	All clothing others get
8	Money from Golf Tournament-various each year
9	Money from Camps-various each year
10	Gold Pants
11	Rings
12	Travel (Full Time Interns)
13	Def: 3 people
14	Off: 3 People
15	Kicking : 1 person
16	Non Full time Students get:
17	?????
18	Since Gene doesn't want anyone here that isnt enrolled fulltime unless they are a QC



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3	3	Larry Johnson	x	Ryan Stamper	x	Kevin Ries	x
4	4	Tony Alford	x	Hiram DeFries	x	Kevin Nerl	x
5	5	Ed Warinner	x	Stan Jefferson	Free	Mitch Marotti	x
6	6	Tim Beck	x	Brian Voltolini	x	Nick Jenkins	x
7	7	Zach Smith	x	Quinn Tempel	x	Ben Hodges	
8	8	Kerry Coombs	x	Amy Halpin	x	Will Strosnider	x
9	9	Greg Schiano	x	Katie Plageman	x	Sean McNamara	x
10	10	Greg Studrawa	x	Jackie Odoguardi		Casey Sudzina	x
11	11	Jimmy Cordle	x	Alex Silvestri	x	Abby Pointinger	
12	12	Randall Joyner	x	Kayla Hackenberg	x	Brandon Muehl	
13	13	Corey Dennis	x	Monica Panzeter		Alex Tober	x
14	14	Brian Mason	x	Jill Keller		Wesley Detter	
15	15	Mike Hartline	x	Meghan Hickey	x	Nicole Killman	x
16	16	Louie Addazio	x	Taylor Young	x	Eric Scholz	
17	17	Nick Sharp	x	Mick Marotti	x	Joseph Hamlet	
18	18	Ryan Conry	x	Phil Matusz	x	Jeff Spellmire	
19	19	Aaron Miller	x	Brady Collins	x	Patrick Birch	
20	20	Matt Thurin	x	Jeff Uhlenhake	x	Devin Cramer	
21	21	Sean Buckley	x	Quinn Barham	x	Matt Hibbs	x
22	22	Brian Knorr	x	Sean McMickle	Free	John Pfizenmeayer	x
23	23	Joker Phillips	x	Mark Quisenberry	x	Natie Phipps	x
24	24	Trichel, R. David	x	Mike Santeramo	x		
25	25	Jacob Brown	x	Doug Calland	x		
26	26	Zach Swartz	x	Mike Sypniak	x		
27	27	Eron Hodges	x	Shaun Barnhouse	x		
28	28	Ed Terwilliger	x	Tyler Deam	x		
29	29	Sam Silverman	x	Matt Kabay	x		
30	30	Kenton Kessler	x	Adam Stewart	x		
31	31	Anthony Coughlan	x	Jimmy Rodenburg	Free		
32	32	Cole Snowden	x	Austin Stephen	Free		
33				Tallen Birmingham	Free		

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4	4	Tony Alford	x	Hiram DeFries	x	Rob Lachey	
5	5	Ed Warinner	x	Stan Jefferson	Free	Kevin Nerl	x
6	6	Tim Beck	x	Brian Voltolini	x	Mitch Marotti	x
7	7	Zach Smith		Quinn Tempel	x	Nick Jenkins	x
8	8	Kerry Coombs		Amy Halpin	x	Ben Hodges	
9	9	Greg Schiano	x	Katie Plageman	x	Will Strosnider	x
10	10	Greg Studrawa	x	Jackie Odoguardi		Sean McNamara	x
11	11	Jimmy Cordle	x	Alex Silvestri	x	Casey Sudzina	x
12	12	Randall Joyner	x	Kayla Hackenberg	x	Abby Pointinger	
13	13	Corey Dennis		Monica Panzeter		Brandon Muehl	
14	14	Brian Mason	x	Jill Keller		Alex Tober	x
15	15	Mike Hartline	x	Meghan Hickey	x	Wesley Detter	
16	16	Louie Addazio	x	Taylor Young	x	Nicole Killman	x
17	17	Nick Sharp	x	Mick Marotti	x	Eric Scholz	
18	18	Ryan Conry	x	Phil Matusz	x	Joseph Hamlet	
19	19	Aaron Miller	x	Brady Collins	x	Jeff Spellmire	
20	20	Matt Thurin	x	Jeff Uhlenhake	x	Patrick Birch	
21	21	Sean Buckley	x	Quinn Barham	x	Devin Cramer	
22	22	Brian Knorr	x	Sean McMickle	Free		
23	23	Joker Phillips	x	Mark Quisenberry	x		
24	24	Trichel, R. David		Mike Santeramo	x		
25	25	Jacob Brown	x	Doug Calland	x		
26	26	Zach Swartz	x	Mike Sypniak	x		
27	27	Eron Hodges	x	Shaun Barnhouse	x		
28	28	Ed Terwilliger	x	Tyler Deam	x		
29	29	Sam Silverman	x	Matt Kabay	x		
30	30	Kenton Kessler	x	Adam Stewart	x		
31	31	Anthony Coughlan	x	Jimmy Rodenburg	Free		
32	32	Cole Snowden	x	Austin Stephen	Free		
33				Tallen Birmingham	Free		
34	33						
35	28						
36	8						

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16	Non Full time Students get:
17	?????
18	Since Gene doesn't want anyone here that isnt enrolled fulltime unless they are a QC

**From:** Voltolini, Brian  
**Sent:** Monday, August 29, 2016 5:00 PM  
**To:** Fickell, Luke;Alford, Anthony J.;Smith, Zachary;Coombs, Kerry S.;Dennis, Corey M.;Aaron Miller (miller.5663@buckeyemail.osu.edu);Stamper, Ryan M.;Stufflebeam, Kenton J.;Trichel, Robert D.;Hackenberg, Kayla M.;Lachey, Robert;Hibbs, Matthew T.  
**Cc:** Ries, Kevin;Katie Plageman;McMickle, Sean  
**Subject:** RE: Meal Plan  
**Attachments:** 2016 FB\_Meal\_Plan\_Participate\_Form.xlsx

Here is a list of people that still haven't signed up for the meal plan:

Zach Smith  
Kerry Coombs  
Tony Alford  
Luke Fickell  
Corey Dennis  
Aaron Miller  
David Trichel  
Kenton Kessler

Ryan Stamper  
Jackie Odoguardi  
Alex Silvestri  
Kayla Hackenberg  
Monica Panzeter  
Jill Keller  
Rob Lachey  
Ben Hodges  
Will Strosnider  
Abby Pointinger  
Brandon Muehl  
Wesley Detter  
Eric Scholz  
Joseph Hamlet  
Jeff Spellmire  
Patrick Birch  
Devin Cramer

Attached is the meal plan for this year..  
You are getting taxed for just 2 dinners per week on the plan.

This is an all or nothing plan.. If you choose not to participate we will not add you to the meal numbers, therefore you will not be able to eat any meals..

All support staff, we ask that you wait till all the players have eaten before you go up to eat..

This will go into effect August 29<sup>th</sup>

If you have any questions, please let me know

GO BUCK  
Brian

**From:** Voltolini, Brian  
**Sent:** Monday, August 29, 2016 5:18 PM  
**To:** Ries, Kevin  
**Subject:** RE: Meal Plan

Haha.. I will give him lots of crap about it don't worry!! lol

---

**From:** Ries, Kevin  
**Sent:** Monday, August 29, 2016 6:16 PM  
**To:** Voltolini, Brian  
**Subject:** RE: Meal Plan

So who's stopping Coombs tonight from the 4 to go boxes and 3 snacks? lol

---

**From:** Voltolini, Brian  
**Sent:** Monday, August 29, 2016 6:00 PM  
**To:** Fickell, Luke <[fickell.4@osu.edu](mailto:fickell.4@osu.edu)>; Alford, Anthony J. <[alford.72@osu.edu](mailto:alford.72@osu.edu)>; Smith, Zachary <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>; Coombs, Kerry S. <[coombs.38@osu.edu](mailto:coombs.38@osu.edu)>; Dennis, Corey M. <[dennis.397@buckeyemail.osu.edu](mailto:dennis.397@buckeyemail.osu.edu)>; Miller, Aaron W. <[miller.5663@buckeyemail.osu.edu](mailto:miller.5663@buckeyemail.osu.edu)>; Stamper, Ryan M. <[stamper.70@osu.edu](mailto:stamper.70@osu.edu)>; Stufflebeam, Kenton J. <[stufflebeam.1@osu.edu](mailto:stufflebeam.1@osu.edu)>; Trichel, Robert D. <[trichel.1@osu.edu](mailto:trichel.1@osu.edu)>; Hackenberg, Kayla M. <[hackenberg.13@buckeyemail.osu.edu](mailto:hackenberg.13@buckeyemail.osu.edu)>; Lachey, Robert <[lachey.1@osu.edu](mailto:lachey.1@osu.edu)>; Hibbs, Matthew T. <[hibbs.11@osu.edu](mailto:hibbs.11@osu.edu)>  
**Cc:** Ries, Kevin <[ries.58@osu.edu](mailto:ries.58@osu.edu)>; Plageman, Katie <[plageman.11@osu.edu](mailto:plageman.11@osu.edu)>; McMickle, Sean <[mcmickle.2@osu.edu](mailto:mcmickle.2@osu.edu)>  
**Subject:** RE: Meal Plan

Here is a list of people that still haven't signed up for the meal plan:

Zach Smith  
Kerry Coombs  
Tony Alford  
Luke Fickell  
Corey Dennis  
Aaron Miller  
David Trichel  
Kenton Kessler

Ryan Stamper  
Jackie Odoguardi  
Alex Silvestri  
Kayla Hackenberg  
Monica Panzeter  
Jill Keller  
Rob Lachey  
Ben Hodges  
Will Strosnider  
Abby Pointinger  
Brandon Muehl  
Wesley Detter  
Eric Scholz  
Joseph Hamlet  
Jeff Spellmire  
Patrick Birch  
Devin Cramer

Attached is the meal plan for this year..  
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All support staff, we ask that you wait till all the players have eaten before you go up to eat..

This will go into effect August 29<sup>th</sup>

If you have any questions, please let me know

GO BUCK

Brian





# THE OHIO STATE UNIVERSITY

## DEPARTMENT OF ATHLETICS PHONE LIST

<b>Athletics Administration</b> .....		<b>292- 7572</b> .....	<b>Fax: 292- 0506</b>
<b>1010 Fawcett Center, 2400 Olentangy River Rd</b>			
<b>1910 Fawcett Center, 2400 Olentangy River Rd</b> .....			<b>Fax: 292- 0199</b>
<b>2110A Fawcett Center, 2400 Olentangy River Rd</b> .....			<b>Fax: 688- 7405</b>
<b>3500 Gateway Bldg. "C", 1590 N High St</b> .....			<b>Fax: 292- 8699</b>
Tom Bugno	HR Assistant/ Accounting Assistant.....	247- 7025	bugno.2@osu.edu
Jenn DeWitt <sup>1</sup>	Manager, Human Resources, Athletics & Bus. Advancement.....	292- 4979	dewitt.132@osu.edu
Amy Dingess	Office Admin Associate.....	688- 8419	dingess.7@osu.edu
LaToya Farris	Assistant Director, Student- Athlete Career Services.....	292- 8092	farris.97@osu.edu
Kim Heaton	Executive Director, Athletics Administration.....	292- 2477	heaton.19@osu.edu
Christopher Hoch (Mullins)	Director, OSU Marching & Athletics Bands.....	292- 2598	hoch.4@osu.edu
<b>Martin Jarmond</b>		<b>247- 6238</b>	<b>jarmond.1@osu.edu</b>
<b>Becky Keller<sup>1</sup> (Mullins)</b>		<b>247- 4106</b>	<b>keller.685@osu.edu</b>
<b>Jim Mergner<sup>2</sup></b>		<b>292- 3875</b>	<b>mergner.1@osu.edu</b>
<b>Krissy Mullins<sup>1</sup> (Heaton)</b>		<b>292- 9675</b>	<b>mullins.180@osu.edu</b>
<b>Janine Oman</b>		<b>247- 7678</b>	<b>oman.7@osu.edu</b>
<b>Mike Penner</b>		<b>292- 1848</b>	<b>penner.2@osu.edu</b>
<b>Shaun Richard</b>		<b>292- 0012</b>	<b>richard.149@osu.edu</b>
<b>Diana Sabau</b>		<b>688- 0664</b>	<b>sabau.2@osu.edu</b>
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<b>2131 St. John Arena, 410 Woody Hayes Dr</b>		<b>Fax: 688- 3265</b>
<b>3102 Athletics Maintenance Bldg, 2450 Fred Taylor Dr</b>		<b>Fax: 247- 6965</b>
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## DEPARTMENT OF ATHLETICS PHONE LIST

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# THE OHIO STATE UNIVERSITY

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Crystal Joens <sup>1</sup>	Tutor Quality Control.....	292-4718	joens.1@osu.edu
Jessica LaVrar	Information Associate.....	292- 7088	lavar.3@osu.edu
John Macko <sup>1</sup>	Senior Athletics Academic Counselor.....	292-4718	macko.1@osu.edu
Chad McClellan	Senior Athletics Academic Counselor.....	292- 7088	mcclellan.19@osu.edu
Brett McDaniel	Learning Specialist.....	292- 7088	mcDaniel.554.osu.edu
Vicki Melnick	Associate Director/ Athletic Academic Counselor .....	292- 7088	melnick.7@osu.edu
Ian Moeckel	Assistant Learning Specialist.....	292- 7088	moeckel.9@osu.edu
Prince Moody	Assistant Learning Specialist .....	292- 7088	moody.221@osu.edu
Scott Musin	Athletics Academic Counselor.....	292- 7088	musin.2@osu.edu
Emily Newell	Athletic Academic Counselor.....	292- 7088	newell.83@osu.edu
Edina Reo <sup>1</sup>	Assistant Learning Specialist.....	292-4718	reo.5@osu.edu
Belkis Sanchez	Athletics Academic Counselor.....	292- 7088	sanchez.1003@osu.edu
Brittany Savko <sup>1</sup>	Program Coordinator, Student- Athlete Development .....	292-4718	savko.7@osu.edu
Sam Shaw	Assistant Learning Specialist.....	292- 7088	shaw.390@osu.edu
Trevor Smeltzer <sup>1</sup>	Coordinator, Student- Athlete Reporting .....	292-4718	smeltzer.30@osu.edu
Ruth Staveley	Assistant Director/ Instructional Support Services .....	292- 7088	bolzenius.3@osu.edu
Shaun Swearingen	Athletic Academic Counselor .....	292- 7088	swearingen.53@osu.edu
Rudra Trivedi	Assistant Learning Specialist.....	292- 7088	trivedi.21@osu.edu
Brett Wohlers <sup>1</sup>	Assistant Director, Athletic Academic Counselor .....	292-4718	wohlers.5@osu.edu
Joann Worthington	Office Manager .....	292- 7088	worthington.81@osu.edu
<b>Swimming, Men's</b>		<b>292- 5052</b>	<b>Fax 688- 5736</b>
<b>McCorkle Aquatics Pavilion, 1847 Neil Ave</b>			
Lisa Frey	Office Associate.....	292- 5052	frey.220@osu.edu
Michael Hulme	Assistant Coach .....	292- 3263	hulme.6@osu.edu
Dave Rollins	Assistant Coach .....	688- 3263	rollins.113@osu.edu
Laura Trzybinski	Volunteer Coach .....	688- 3263	
Bill Wadley	Head Coach .....	292- 1542	wadley.1@osu.edu
<b>Swimming, Women's</b>		<b>292- 5052</b>	<b>Fax 688- 5736</b>
<b>McCorkle Aquatics Pavilion, 1847 Neil Ave</b>			
Bill Dorenkott	Head Coach .....	292-4415	dorenkott.2@osu.edu
Lisa Frey	Office Associate.....	292- 5052	frey.220@osu.edu
Jordan Wolfrum	Assistant Head Coach .....	292-4311	wolfrum.6@osu.edu
<b>VACANT</b>	Volunteer Coach .....	292-4311	
<b>Synchronized Swimming, Women's</b>		<b>292- 5052</b>	<b>Fax 688- 5736</b>
<b>McCorkle Aquatics Pavilion, 1847 Neil Ave</b>			
Suzanna Fernandez	Assistant Coach .....	292- 5692	
Lisa Frey	Office Associate.....	292- 5052	frey.220@osu.edu
Holly Vargo- Brown	Head Coach .....	292- 0528	vargo- brown.20@osu.edu
<b>VACANT</b>	Volunteer Coach .....	292- 0528	
<b>Tennis, Men's</b>		<b>292- 9017</b>	<b>Fax 688- 0380</b>
<b>Varsity Tennis Center, 880 W Henderson Rd, 43214</b>			
Lisa Davis	Sport Program Office Staff Coordinator.....	292-9017	davis.133@osu.edu
Justin Kronauge	Associate Head Coach .....	688-4440	kronauge.1@osu.edu
Carrie Smith	Director, Operations .....	688- 1496	smith.8674@osu.edu
David Schilling	Volunteer Coach .....	292- 8994	
Ty Tucker	Director, Tennis / Head Coach.....	292- 8994	tucker.62@osu.edu
<b>Tennis, Women's</b>		<b>292- 9017</b>	<b>Fax 688- 0380</b>
<b>Varsity Tennis Center, 880 W Henderson Rd, 43214</b>			
Kathy Biddle	Office Associate.....	292- 1075	biddle.33@osu.edu
Adam Cohen	Associate Head Coach .....	688- 5488	cohen.784@osu.edu
Melissa Schaub	Head Coach .....	292- 6189	schaub.57@osu.edu
Carrie Smith	Director, Operations .....	688- 1496	smith.8674@osu.edu
Sarah Taylor	Volunteer Coach .....	292- 6189	
<b>Ticket Office<sup>1</sup>/Ticket Sales<sup>2</sup></b>		<b>1- 800- GO BUCKS (462- 8257)</b>	
<b><sup>1</sup>1020 Jerome Schottenstein Center, 555 Borror Dr</b>		<b>292- 2624</b>	<b>Fax 688- 3032</b>
<b><sup>2</sup>310 Fawcett Center, 2400 Olentangy River Rd</b>		<b>292- 0043</b>	<b>Fax 247- 7016</b>
Theresa Bowers	Program Assistant .....	292- 2624	bowers.17@osu.edu
Matt Carabajal	Associate Ticket Director .....	292- 1761	carabajal.1@osu.edu
Grant Courtheyn	Office Associate.....	292- 4792	courtheyn.1@osu.edu
Lauren Davis <sup>1</sup>	Senior Account Executive.....	292- 0063	davis.4621@osu.edu
Kathleen Dean <sup>2</sup>	Senior Account Executive.....	292- 4797	dean.900@osu.edu
Justin Doyle	Associate Ticket Director .....	688- 5860	doyle.106@osu.edu
Kevin Gorham	Director Ticketing Finance .....	292- 1501	gorham.8@osu.edu





# THE OHIO STATE UNIVERSITY

## DEPARTMENT OF ATHLETICS PHONE LIST

### Ticket Office<sup>1</sup>/Ticket Sales<sup>2</sup> (con't)

Dan Goswick	Account Executive	292-2537	goswick.2@osu.edu
Phil Haynes	Manager, Ticketing Services	292-1192	haynes.213@osu.edu
Zach Heilman <sup>2</sup>	Senior Account Executive	292-3862	heilman.108@osu.edu
Brad Hoffman	Assistant Ticket Director	292-8756	hoffman.678@osu.edu
Jake Johnson	Ticket Sales Assistant	292-0043	johnson.4736@osu.edu
Jon Lack	Manager, Special Event Ticketing	688-2436	lack.7@osu.edu
Kate Nushart	Associate Ticket Director	292-8630	nushart.1@osu.edu
Sarah Precht	Director, Customer Retention	292-8426	precht.5@osu.edu
Jason Rost <sup>2</sup>	Director, Ticket Sales	247-1984	rost.11@osu.edu
Brett Scarbrough	Assistant AD, Ticketing & Premium Seating	292-4792	scarbrough.4@osu.edu
Lily Toy	Ticket Acct Specialist	292-2624	toy.8@osu.edu
Lauren Windle	Assistant Ticket Director	292-6246	windle.34@osu.edu
Phil Yackee	Manager, Ticketing Services	688-5828	yackee.3@osu.edu

### Track & Field/Cross- Country, Men's & Women's 292- 8004 Fax 688- 3338

#### 215 St. John Arena, 410 Woody Hayes Dr

Brice Allen	Associate Head Coach	688-0386	allen.1589@osu.edu
Rob Banhagel	Volunteer Coach	292-5352	
Fred Barends	Office Associate	292-8004	barends.1@osu.edu
Brian Brillon	Volunteer Coach	292-5352	
Joel Brown	Assistant Coach	292-5352	brown.1984@osu.edu
Karen Dennis	Head Coach	292-0686	dennis.155@osu.edu
Nick Graves (Barends)	Director, Operations	292-8004	graves.237@osu.edu
Rich Jones	Volunteer Assistant	292-5352	
Rosalind Joseph	Associate Head Coach	247-2372	joseph.282@osu.edu
Ashley Muffet	Assistant Coach	292-5352	muffet.6@osu.edu
Sara Vergote	Assistant Coach	292-3436	vergote.2@osu.edu
VACANT (Warren)	Volunteer Coach	292-5352	
VACANT (Woods)	Volunteer Coach	292-5352	

### Trademark & Affinity Management 292- 7796

#### E146 Fawcett Center, 2400 Olentangy River Rd

Lori Baldwin	Director, Strategic Initiatives	292-7796	baldwin.144@osu.edu
Andrew Kossoff	Assistant VP, Strategic Business Advancement	292-7796	kossoff.1@osu.edu
Molly Richard	Executive Assistant	292-7796	richard.164@osu.edu
Xen Riggs	Assoc VP, Business Advancement/Executive Assoc AD	292-7796	riggs.44@osu.edu
Rick VanBrimmer	Assistant VP, Trademark & Licensing Services	292-7796	vanbrimmer.1@osu.edu

### Varsity "O"

#### 810 Fawcett Center, 2400 Olentangy River Rd 688- 3707 Fax 247- 7014

Jennifer Scarbrough	Coordinator	688-3707	scarbrough.23@osu.edu
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### Video Services 688- 5359 Fax 292- 5067

#### Jerome Schottenstein Center, 555 Borror Dr

Chuck Altizer	Broadcast Video Engineer	688-8621	altizer.6@osu.edu
David Bakalik	Creative Director/Executive Producer	688-5359	bakalik.1@osu.edu
Craig Brown	Manager, Scoreboard Ops	688-8621	brown.565@osu.edu

Matt Fox	Assistant Manager, Video Services	247-6268	fox.869@osu.edu
Russ Hoefflich	Associate Director, Video Services	292-0881	hoefflich.7@osu.edu

Rob Milan	Assistant Manager, Video Services	688-8621	milan.9@osu.edu
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### Volleyball, Men's 292- 8004 Fax 292- 5668

#### 215K St. John Arena, 410 Woody Hayes Dr

Fred Barends (Smith)	Office Associate	292-8004	barends.1@osu.edu
Kevin Burch	Assistant Coach	247-2784	burch.105@osu.edu
Tim Embaugh	Assistant Coach	688-3385	embaugh.1@osu.edu
Pete Hanson	Head Coach	292-6452	hanson.5@osu.edu
Michael Henchy (Read)	Volunteer Coach	247-2784	

### Volleyball, Women's 292- 8004 Fax 292- 5668

#### 215B St. John Arena, 410 Woody Hayes Dr

Fred Barends (Smith)	Office Associate	292-8004	barends.1@osu.edu
Geoff Carlston	Head Coach	292-5382	carlston.3@osu.edu
Stephen Creevy	Volunteer Coach	247-2784	
Susan Halverson	Assistant Coach	292-5669	halverson.13@osu.edu
Caitlin Insana (Mahoney)	Director, Operations	247-8126	insana.6@osu.edu
Nikki Klingsporn	Assistant Coach	247-7850	klingsporn.2@osu.edu

### Website Services 292- 3672 Fax 292- 6126

#### 525 Fawcett Center, 2400 Olentangy River Rd

Aaron Green	Emerging Media Specialist	292-8430	green.1078@osu.edu
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Joshua Samuels	Web Communications Specialist	688-0101	samuels.63@osu.edu
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**THE OHIO STATE UNIVERSITY**  
**DEPARTMENT OF ATHLETICS PHONE LIST**

<b>Wrestling</b>		<b>292- 9323</b>	<b>Fax 292- 8480</b>
<b>Steelwood Training Facility, 1160 Steelwood Rd, 43212</b>			
Tervel Dlagnev (Rosselli)	Assistant Coach	292-4159	dlagnev.2@osu.edu
J. Jagers	Assistant Coach	688-5714	jagers.5@osu.edu
Tom Ryan	Head Coach	292-4184	ryan.998@osu.edu
Jen MacInnes	Office Associate	292-9323	macinnes.2@osu.edu
Nicolai Timbs (Picazo)	Director, Operations	292-7708	timbs.2@osu.edu
VACANT (Thatcher)	Volunteer Coach	688-4909	

**From:** ESPN Fantasy Sports  
**Sent:** Thursday, September 29, 2016 4:51 PM  
**To:** Smith, Zachary  
**Subject:** A Trade in Your ESPN Fantasy Football League Has Been Accepted



The following trade has been accepted in your ESPN Fantasy Football league **Romo Sexual Tendencies**.

---

To: **Cammy Cam Juice (CCJ) - Zach Smith**

From: **How She Gone' Eat (HSGE) - Zach Smith**

#### CCJ trades

**Michael Thomas**, NO WR

**LeGarrette Blount**, NE RB

**Rob Gronkowski**, NE TE

#### HSGE trades

**Ezekiel Elliott**, Dal RB

**Dwayne Allen**, Ind TE

**Tavon Austin**, LA WR

pending review by your league members. To review this trade and cast your vote to veto or allow it, [click here](#)

VOTE ON TRADE

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**From:** Jenny Chung  
**Sent:** Wednesday, September 28, 2016 5:45 AM  
**To:** Smith, Zachary  
**Subject:** Camp Growth & Expenses

Hi Zach,

I hope you are having a great Fall!

Do you have a few minutes to talk about your 2017 camps next week? I think we could really help you with your online registration, website design, and most importantly- marketing and growing your camp.

Best,  
Jenny

**Jenny Chung**

Camp Network

[jenny.chung@campnetwork.com](mailto:jenny.chung@campnetwork.com)

[www.campnetwork.com/contact\\_us.php](http://www.campnetwork.com/contact_us.php)

*Camp Network is one of the largest companies in the camp industry. We specialize in online registration and website design and work with several hundred collegiate, traditional, and non-profit camps. Ask about our low-price guarantee!*

This email was sent to [smith.8398@osu.edu](mailto:smith.8398@osu.edu)

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Camp Network · 2401 Haversham Close · Virginia Beach, VA 23454 · USA

**From:** ESPN Fantasy Sports  
**Sent:** Tuesday, September 27, 2016 7:58 AM  
**To:** Smith, Zachary  
**Subject:** A Message From a Member of Your ESPN Fantasy Football League



This message was sent to all owners in ESPN Fantasy Football league **Romo Sexual Tendencies**

Subject: **Power Rankings Week #3**

Power Ranking Team Power Score Owner

1 No Russn' past 3rd base 155.6 Kaedra Jones

2 My Ball Zach Ertz 155.43 Colin Smith

3 The Fighting Sambos 147.17 Sammie Ziegler

4 Bill Cosby's Sleepers 139 Carter Smith

5 Team Cameron 127.1 Cameron Smith

6 ERECT DICKER 127.07 Alex Jones

7 Barely kickin Bride Rice 124.37 Tim Smith

8 Take the CHEESE X2 122.33 Justin Eastway

9 To Be Determined 121.13 Andy Jones

10 Rawls Royces 119.03 Megan Smith

11 How She Gone' Eat 108.1 Zach Smith

12 Breesus King of the Draws 107.53 Kiley Smith

13 Charles in Charge 104.73 Tanner Bell

14 Team Schomer 92.3 Debra Schomer



**Bill Cosby's Sleepers**  
Carter Smith

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**From:** ESPN Fantasy Sports  
**Sent:** Monday, September 26, 2016 2:03 PM  
**To:** Smith, Zachary  
**Subject:** A Trade Proposal in Your ESPN Fantasy Football League



ESPN Fantasy Football trade proposed to you in league **Romo Sexual Tendencies**

To: **How She Gone' Eat (HSGE)** - Zach Smith

From: **Cammy Cam Juice (CCJ)** - Zach Smith

### HSGE would trade

**Drew Brees**, NO QB

**Ezekiel Elliott**, Dal RB

**Amari Cooper**, Oak WR

### CCJ would trade

**Rob Gronkowski**, NE TE

**Michael Thomas**, NO WR

**Andrew Luck**, Ind QB

--

This trade offer will expire on: Sep 26, 4:03 PM ET

REVIEW OFFER

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**From:** ESPN Fantasy Sports  
**Sent:** Monday, September 26, 2016 1:48 PM  
**To:** Smith, Zachary  
**Subject:** A Trade Proposal in Your ESPN Fantasy Football League



ESPN Fantasy Football trade proposed to you in league **Romo Sexual Tendencies**

To: **How She Gone' Eat (HSGE)** - Zach Smith

From: **Cammy Cam Juice (CCJ)** - Zach Smith

**HSGE would trade**

**Drew Brees**, NO QB

**Ezekiel Elliott**, Dal RB

**Amari Cooper**, Oak WR

**CCJ would trade**

**Andrew Luck**, Ind QB

**LeGarrette Blount**, NE RB

**Michael Thomas**, NO WR

--

This trade offer will expire on: Sep 26, 3:48 PM ET

[REVIEW OFFER](#)

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**ESPN Fantasy App**

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**From:** ESPN Fantasy Sports  
**Sent:** Tuesday, September 20, 2016 6:50 AM  
**To:** Smith, Zachary  
**Subject:** A Message From a Member of Your ESPN Fantasy Football League

## ESPN FANTASY FOOTBALL

This message was sent to all owners in ESPN Fantasy Football league **Romo Sexual Tendencies**

Subject: **Week 2 Power Rankings**

Power Ranking	Team	Power Score	Owner
1	Barely kickin Bride Rice	170.5	Tim Smith
2	No Russn' past 3rd base	160.5	Kaedra Jones
3	The Fighting Sambos	139.5	Sammie Ziegler
4	To Be Determined	138.25	Andy Jones
5	My Ball Zach Ertz	137.5	Colin Smith
6	Bill Cosby's Sleepers	136	Carter Smith
7	Rawls Royces	126.75	Megan Smith
8	ERECT DICKER	120.5	Alex Jones
9	Breesus King of the Drews	114.5	Kiley Smith
10	How She Gone' Eat	111.75	Zach Smith
10	Charles in Charge	111.75	Tanner Bell
12	Team Cameron	107.25	Cameron Smith
13	Team Schomer	91.75	Debra Schomer
14	Take the CHEESE X2	85.75	Justin Eastway



**Bill Cosby's Sleepers**  
Carter Smith

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### ESPN Fantasy App

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**From:** ESPN Fantasy Sports  
**Sent:** Tuesday, September 20, 2016 9:40 AM  
**To:** Smith, Zachary  
**Subject:** A Message From a Member of Your ESPN Fantasy Football League



This message was sent to all owners in ESPN Fantasy Football league **Romo Sexual Tendencies**

**Subject: UPDATED WEEK 2 POWER RANKINGS**

My proprietary algorithm had a minor flaw that did not account for ties properly. Here are the updated rankings:

Power Ranking Team Power Score Owner

- 1 Barely kickin Bride Rice 170.5 Tim Smith
- 2 No Russn' past 3rd base 160.5 Kaedra Jones
- 3 My Ball Zach Ertz 147.5 Colin Smith
- 4 The Fighting Sambos 139.5 Sammie Ziegler
- 5 To Be Determined 138.25 Andy Jones
- 6 Bill Cosby's Sleepers 136 Carter Smith
- 7 Rawls Royces 126.75 Megan Smith
- 8 ERECT DICKER 120.5 Alex Jones
- 9 Team Cameron 117.25 Cameron Smith
- 10 Breesus King of the Drews 114.5 Kiley Smith
- 11 How She Gone' Eat 111.75 Zach Smith
- 11 Charles in Charge 111.75 Tanner Bell
- 13 Team Schomer 91.75 Debra Schomer
- 14 Take the CHEESE X2 85.75 Justin Eastway



## Bill Cosby's Sleepers

Carter Smith

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**From:** ESPN Fantasy Sports  
**Sent:** Thursday, September 15, 2016 9:01 AM  
**To:** Smith, Zachary  
**Subject:** A Message From a Member of Your ESPN Fantasy Football League

## ESPN FANTASY FOOTBALL

This message was sent to all owners in ESPN Fantasy Football league **Romo Sexual Tendencies**

### Subject: **Updated Power Rankings**

After some scoring adjustments there have been some changes to the rankings.

Power Ranking Team Power Score Owner

- 1 Barely kickin Bride Rice 159.5 Tim Smith
- 2 The Fighting Sambos 159 Sammie Ziegler
- 3 No Russn' past 3rd base 154 Kaedra Jones
- 4 ERECT DICKER 151.5 Alex Jones
- 5 Breesus King of the Drews 145 Kiley Smith
- 6 Bill Cosby's Sleepers 138 Carter Smith
- 7 Team Cameron 111.5 Cameron Smith
- 7 My Ball Zach Ertz 111.5 Colin Smith
- 9 How She Gone' Eat 108 Zach Smith
- 10 Team Schomer 107.5 Debra Schomer
- 11 To Be Determined 105 Andy Jones
- 12 Rawls Royces 96.5 Megan Smith
- 13 Take the CHEESE X2 92 Justin Eastway
- 14 Charles in Charge 86 Tanner Bell





## Bill Cosby's Sleepers

Carter Smith

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**From:** ESPN Fantasy Sports  
**Sent:** Tuesday, September 13, 2016 11:53 AM  
**To:** Smith, Zachary  
**Subject:** A Message From a Member of Your ESPN Fantasy Football League

# ESPN FANTASY FOOTBALL

This message was sent to all owners in ESPN Fantasy Football league **Romo Sexual Tendencies**

Subject: **Power Rankings Week #1**

Power Ranking Team

1 Barely kickin Bride Rice

2 The Fighting Sambos

3 No Russn' past 3rd base

4 Team Cameron

5 ERECT DICKER

6 Breesus King of the Dreads

7 Bill Cosby's Sleepers

8 My Ball Zach Ertz

9 How She Gone' Eat

10 Team Schomer

11 To Be Determined

12 Rawls Royces

13 Take the CHEESE X2

14 Charles in Charge



**Bill Cosby's Sleepers**  
Carter Smith

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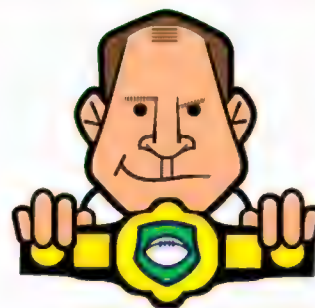
**From:** fantasy@espnmail.com  
**Sent:** Saturday, September 03, 2016 4:17 PM  
**To:**  
**Subject:** ESPN Live Draft Results



Thank you for participating in our live draft. Your draft results for Romo Sexual Tendencies are listed below.

Good luck this football season.

- The ESPN Fantasy Team



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Don't forget to pre-order your pizza for kickoff from Pizza Hut - [Order Now!](#)

## ROUND 1

1. ERECT DICKER

**Antonio Brown**  
WR, Pittsburgh Steelers

2. Bill Cosby's Sleepers

**Odell Beckham Jr.**  
WR, New York Giants

3. To Be Determined

**Adrian Peterson**  
RB, Minnesota Vikings

4. Team Smith

**Ezekiel Elliott**  
RB, Dallas Cowboys

5. The Fighting Sambos

**Julio Jones**  
WR, Atlanta Falcons

6. Team Schomer

**Todd Gurley**  
RB, Los Angeles Rams

7.	Team Smith	<b>A.J. Green</b> WR, Cincinnati Bengals
8.	Charles in Charge	<b>DeAndre Hopkins</b> WR, Houston Texans
9.	Team Cameron	<b>Rob Gronkowski</b> TE, New England Patriots
10.	Barely Kickin Bride Rice	<b>Devonta Freeman</b> RB, Atlanta Falcons
11.	No Russn' past 3rd base	<b>Doug Martin</b> RB, Tampa Bay Buccaneers
12.	Im Just Here So I Dont gt Fined	<b>Allen Robinson</b> WR, Jacksonville Jaguars
13.	It's a me, Amari yo	<b>Le'Veon Bell</b> RB, Pittsburgh Steelers
14.	Take the CHEESE X2	<b>David Johnson</b> RB, Arizona Cardinals

## ROUND 2

15.	Take the CHEESE X2	<b>Lamar Miller</b> RB, Houston Texans
16.	It's a me, Amari yo	<b>Brandon Marshall</b> WR, New York Jets
17.	Im Just Here So I Dont gt Fined	<b>Cam Newton</b> QB, Carolina Panthers
18.	No Russn' past 3rd base	<b>Dez Bryant</b> WR, Dallas Cowboys
19.	Barely Kickin Bride Rice	<b>Sammy Watkins</b> WR, Buffalo Bills
20.	Team Cameron	<b>Jordy Nelson</b> WR, Green Bay Packers

21.	Charles in Charge	<b>Mark Ingram</b> RB, New Orleans Saints
22.	Team Smith	<b>Eddie Lacy</b> RB, Green Bay Packers
23.	Team Schomer	<b>Alshon Jeffery</b> WR, Chicago Bears
24.	The Fighting Sambos	<b>LeSean McCoy</b> RB, Buffalo Bills
25.	Team Smith	<b>Amari Cooper</b> WR, Oakland Raiders
26.	To Be Determined	<b>Mike Evans</b> WR, Tampa Bay Buccaneers
27.	Bill Cosby's Sleepers	<b>Jonathan Stewart</b> RB, Carolina Panthers
28.	ERECT DICKER	<b>Carlos Hyde</b> RB, San Francisco 49ers

## ROUND 3

29.	ERECT DICKER	<b>Aaron Rodgers</b> QB, Green Bay Packers
30.	Bill Cosby's Sleepers	<b>Jamaal Charles</b> RB, Kansas City Chiefs
31.	To Be Determined	<b>Keenan Allen</b> WR, San Diego Chargers
32.	Team Smith	<b>Drew Brees</b> QB, New Orleans Saints
33.	The Fighting Sambos	<b>T.Y. Hilton</b> WR, Indianapolis Colts
34.	Team Schomer	<b>Brandin Cooks</b> WR, New Orleans Saints

35.	Team Smith	<b>Demaryius Thomas</b> WR, Denver Broncos
36.	Charles in Charge	<b>Jordan Reed</b> TE, Washington Redskins
37.	Team Cameron	<b>Michael Thomas</b> WR, New Orleans Saints
38.	Barely Kickin Bride Rice	<b>C.J. Anderson</b> RB, Denver Broncos
39.	No Russn' past 3rd base	<b>Jarvis Landry</b> WR, Miami Dolphins
40.	Im Just Here So I Dont gt Fined	<b>Julian Edelman</b> WR, New England Patriots
41.	It's a me, Amari yo	<b>Thomas Rawls</b> RB, Seattle Seahawks
42.	Take the CHEESE X2	<b>Doug Baldwin</b> WR, Seattle Seahawks

## ROUND 4

43.	Take the CHEESE X2	<b>Jeremy Maclin</b> WR, Kansas City Chiefs
44.	It's a me, Amari yo	<b>Randall Cobb</b> WR, Green Bay Packers
45.	Im Just Here So I Dont gt Fined	<b>Jeremy Hill</b> RB, Cincinnati Bengals
46.	No Russn' past 3rd base	<b>Greg Olsen</b> TE, Carolina Panthers
47.	Barely Kickin Bride Rice	<b>Matt Forte</b> RB, New York Jets
48.	Team Cameron	<b>Andrew Luck</b> QB, Indianapolis Colts

49.	Charles in Charge	<b>Eric Decker</b> WR, New York Jets
50.	Team Smith	<b>Russell Wilson</b> QB, Seattle Seahawks
51.	Team Schomer	<b>Golden Tate</b> WR, Detroit Lions
52.	The Fighting Sambos	<b>DeMarco Murray</b> RB, Tennessee Titans
53.	Team Smith	<b>Michael Floyd</b> WR, Arizona Cardinals
54.	To Be Determined	<b>Kelvin Benjamin</b> WR, Carolina Panthers
55.	Bill Cosby's Sleepers	<b>Donte Moncrief</b> WR, Indianapolis Colts
56.	ERECT DICKER	<b>Tyler Eifert</b> TE, Cincinnati Bengals

## ROUND 5

57.	ERECT DICKER	<b>Giovani Bernard</b> RB, Cincinnati Bengals
58.	Bill Cosby's Sleepers	<b>T.J. Yeldon</b> RB, Jacksonville Jaguars
59.	To Be Determined	<b>Latavius Murray</b> RB, Oakland Raiders
60.	Team Smith	<b>Matt Jones</b> RB, Washington Redskins
61.	The Fighting Sambos	<b>Ben Roethlisberger</b> QB, Pittsburgh Steelers
62.	Team Schomer	<b>Ryan Mathews</b> RB, Philadelphia Eagles



63.	Team Smith	<b>Jeremy Langford</b> RB, Chicago Bears
64.	Charles in Charge	<b>Emmanuel Sanders</b> WR, Denver Broncos
65.	Team Cameron	<b>Melvin Gordon</b> RB, San Diego Chargers
66.	Barely Kickin Bride Rice	<b>Larry Fitzgerald</b> WR, Arizona Cardinals
67.	No Russn' past 3rd base	<b>Josh Gordon</b> WR, Cleveland Browns
68.	Im Just Here So I Dont gt Fined	<b>John Brown</b> WR, Arizona Cardinals
69.	It's a me, Amari yo	<b>Delanie Walker</b> TE, Tennessee Titans
70.	Take the CHEESE X2	<b>Duke Johnson Jr.</b> RB, Cleveland Browns

## ROUND 6

71.	Take the CHEESE X2	<b>Danny Woodhead</b> RB, San Diego Chargers
72.	It's a me, Amari yo	<b>Derrick Henry</b> RB, Tennessee Titans
73.	Im Just Here So I Dont gt Fined	<b>Frank Gore</b> RB, Indianapolis Colts
74.	No Russn' past 3rd base	<b>Tom Brady</b> QB, New England Patriots
75.	Barely Kickin Bride Rice	<b>Carson Palmer</b> QB, Arizona Cardinals
76.	Team Cameron	<b>Tyler Lockett</b> WR, Seattle Seahawks

77.	Charles in Charge	<b>Rashad Jennings</b> RB, New York Giants
78.	Team Smith	<b>DeSean Jackson</b> WR, Washington Redskins
79.	Team Schomer	<b>Eli Manning</b> QB, New York Giants
80.	The Fighting Sambos	<b>Arian Foster</b> RB, Miami Dolphins
81.	Team Smith	<b>Stefon Diggs</b> WR, Minnesota Vikings
82.	To Be Determined	<b>Travis Kelce</b> TE, Kansas City Chiefs
83.	Bill Cosby's Sleepers	<b>Michael Crabtree</b> WR, Oakland Raiders
84.	ERECT DICKER	<b>Allen Hurns</b> WR, Jacksonville Jaguars

## ROUND 7

85.	ERECT DICKER	<b>Panthers D/ST</b> D/ST, Carolina Panthers
86.	Bill Cosby's Sleepers	<b>Blake Bortles</b> QB, Jacksonville Jaguars
87.	To Be Determined	<b>Andy Dalton</b> QB, Cincinnati Bengals
88.	Team Smith	<b>Seahawks D/ST</b> D/ST, Seattle Seahawks
89.	The Fighting Sambos	<b>Jordan Matthews</b> WR, Philadelphia Eagles
90.	Team Schomer	<b>Coby Fleener</b> TE, New Orleans Saints

91.	Team Smith	<b>Ameer Abdullah</b> RB, Detroit Lions
92.	Charles in Charge	<b>Bilal Powell</b> RB, New York Jets
93.	Team Cameron	<b>Texans D/ST</b> D/ST, Houston Texans
94.	Barely Kickin Bride Rice	<b>Gary Barnidge</b> TE, Cleveland Browns
95.	No Russn' past 3rd base	<b>Jay Ajayi</b> RB, Miami Dolphins
96.	Im Just Here So I Dont gt Fined	<b>Zach Ertz</b> TE, Philadelphia Eagles
97.	It's a me, Amari yo	<b>Philip Rivers</b> QB, San Diego Chargers
98.	Take the CHEESE X2	<b>Marvin Jones</b> WR, Detroit Lions

## ROUND 8

99.	Take the CHEESE X2	<b>DeVante Parker</b> WR, Miami Dolphins
100.	It's a me, Amari yo	<b>Sterling Shepard</b> WR, New York Giants
101.	Im Just Here So I Dont gt Fined	<b>DeAngelo Williams</b> RB, Pittsburgh Steelers
102.	No Russn' past 3rd base	<b>Will Fuller</b> WR, Houston Texans
103.	Barely Kickin Bride Rice	<b>Travis Benjamin</b> WR, San Diego Chargers
104.	Team Cameron	<b>Justin Forsett</b> RB, Baltimore Ravens

105.	Charles in Charge	<b>Chris Ivory</b> RB, Jacksonville Jaguars
106.	Team Smith	<b>Antonio Gates</b> TE, San Diego Chargers
107.	Team Schomer	<b>Kevin White</b> WR, Chicago Bears
108.	The Fighting Sambos	<b>Julius Thomas</b> TE, Jacksonville Jaguars
109.	Team Smith	<b>Tavon Austin</b> WR, Los Angeles Rams
110.	To Be Determined	<b>Devin Funchess</b> WR, Carolina Panthers
111.	Bill Cosby's Sleepers	<b>Isaiah Crowell</b> RB, Cleveland Browns
112.	ERECT DICKER	<b>Jerick McKinnon</b> RB, Minnesota Vikings

## ROUND 9

113.	ERECT DICKER	<b>Laquon Treadwell</b> WR, Minnesota Vikings
114.	Bill Cosby's Sleepers	<b>Broncos D/ST</b> D/ST, Denver Broncos
115.	To Be Determined	<b>James Starks</b> RB, Green Bay Packers
116.	Team Smith	<b>Zach Miller</b> TE, Chicago Bears
117.	The Fighting Sambos	<b>Corey Coleman</b> WR, Cleveland Browns
118.	Team Schomer	<b>Torrey Smith</b> WR, San Francisco 49ers

119.	Team Smith	<b>Kirk Cousins</b> QB, Washington Redskins
120.	Charles in Charge	<b>Willie Snead</b> WR, New Orleans Saints
121.	Team Cameron	<b>Braxton Miller</b> WR, Houston Texans
122.	Barely Kickin Bride Rice	<b>Mike Wallace</b> WR, Baltimore Ravens
123.	No Russn' past 3rd base	<b>Ryan Tannehill</b> QB, Miami Dolphins
124.	Im Just Here So I Dont gt Fined	<b>Matthew Stafford</b> QB, Detroit Lions
125.	It's a me, Amari yo	<b>Markus Wheaton</b> WR, Pittsburgh Steelers
126.	Take the CHEESE X2	<b>Vincent Jackson</b> WR, Tampa Bay Buccaneers

## ROUND 10

127.	Take the CHEESE X2	<b>Tyrod Taylor</b> QB, Buffalo Bills
128.	It's a me, Amari yo	<b>Darren Sproles</b> RB, Philadelphia Eagles
129.	Im Just Here So I Dont gt Fined	<b>Chiefs D/ST</b> D/ST, Kansas City Chiefs
130.	No Russn' past 3rd base	<b>Bengals D/ST</b> D/ST, Cincinnati Bengals
131.	Barely Kickin Bride Rice	<b>Theo Riddick</b> RB, Detroit Lions
132.	Team Cameron	<b>LeGarrette Blount</b> RB, New England Patriots

133.	Charles in Charge	<b>Charles Sims</b> RB, Tampa Bay Buccaneers
134.	Team Smith	<b>Martellus Bennett</b> TE, New England Patriots
135.	Team Schomer	<b>Tevin Coleman</b> RB, Atlanta Falcons
136.	The Fighting Sambos	<b>Jameis Winston</b> QB, Tampa Bay Buccaneers
137.	Team Smith	<b>Mohamed Sanu</b> WR, Atlanta Falcons
138.	To Be Determined	<b>Tyler Boyd</b> WR, Cincinnati Bengals
139.	Bill Cosby's Sleepers	<b>Jimmy Graham</b> TE, Seattle Seahawks
140.	ERECT DICKER	<b>Christine Michael</b> RB, Seattle Seahawks

## ROUND 11

141.	ERECT DICKER	<b>Terrance West</b> RB, Baltimore Ravens
142.	Bill Cosby's Sleepers	<b>Derek Carr</b> QB, Oakland Raiders
143.	To Be Determined	<b>Jason Witten</b> TE, Dallas Cowboys
144.	Team Smith	<b>Devontae Booker</b> RB, Denver Broncos
145.	The Fighting Sambos	<b>Cardinals D/ST</b> D/ST, Arizona Cardinals
146.	Team Schomer	<b>Steve Smith Sr.</b> WR, Baltimore Ravens

147.	Team Smith	<b>Packers D/ST</b> D/ST, Green Bay Packers
148.	Charles in Charge	<b>Marcus Mariota</b> QB, Tennessee Titans
149.	Team Cameron	<b>Stephen Gostkowski</b> K, New England Patriots
150.	Barely Kickin Bride Rice	<b>Phillip Dorsett</b> WR, Indianapolis Colts
151.	No Russn' past 3rd base	<b>Kenny Stills</b> WR, Miami Dolphins
152.	Im Just Here So I Dont gt Fined	<b>Austin Seferian-Jenkins</b> TE, Tampa Bay Buccaneers
153.	It's a me, Amari yo	<b>Vikings D/ST</b> D/ST, Minnesota Vikings
154.	Take the CHEESE X2	<b>Eric Ebron</b> TE, Detroit Lions

## ROUND 12

155.	Take the CHEESE X2	<b>Raiders D/ST</b> D/ST, Oakland Raiders
156.	It's a me, Amari yo	<b>Ryan Fitzpatrick</b> QB, New York Jets
157.	Im Just Here So I Dont gt Fined	<b>Panthers Coach</b> HC, Carolina Panthers
158.	No Russn' past 3rd base	<b>Spencer Ware</b> RB, Kansas City Chiefs
159.	Barely Kickin Bride Rice	<b>Matt Ryan</b> QB, Atlanta Falcons
160.	Team Cameron	<b>Brock Osweiler</b> QB, Houston Texans

161.	Charles in Charge	<b>Chris Hogan</b> WR, New England Patriots
162.	Team Smith	<b>Patriots Coach</b> HC, New England Patriots
163.	Team Schomer	<b>Tajae Sharpe</b> WR, Tennessee Titans
164.	The Fighting Sambos	<b>DeAndre Washington</b> RB, Oakland Raiders
165.	Team Smith	<b>Seahawks Coach</b> HC, Seattle Seahawks
166.	To Be Determined	<b>Joe Flacco</b> QB, Baltimore Ravens
167.	Bill Cosby's Sleepers	<b>Mason Crosby</b> K, Green Bay Packers
168.	ERECT DICKER	<b>Kamar Aiken</b> WR, Baltimore Ravens

## ROUND 13

169.	ERECT DICKER	<b>James White</b> RB, New England Patriots
170.	Bill Cosby's Sleepers	<b>Cardinals Coach</b> HC, Arizona Cardinals
171.	To Be Determined	<b>Justin Tucker</b> K, Baltimore Ravens
172.	Team Smith	<b>Graham Gano</b> K, Carolina Panthers
173.	The Fighting Sambos	<b>Steven Hauschka</b> K, Seattle Seahawks
174.	Team Schomer	<b>Packers Coach</b> HC, Green Bay Packers



175.	Team Smith	<b>Terrelle Pryor</b> WR, Cleveland Browns
176.	Charles in Charge	<b>Bengals Coach</b> HC, Cincinnati Bengals
177.	Team Cameron	<b>Cowboys Coach</b> HC, Dallas Cowboys
178.	Barely Kickin Bride Rice	<b>Adam Vinatieri</b> K, Indianapolis Colts
179.	No Russn' past 3rd base	<b>Chiefs Coach</b> HC, Kansas City Chiefs
180.	Im Just Here So I Dont gt Fined	<b>Blair Walsh</b> K, Minnesota Vikings
181.	It's a me, Amari yo	<b>Dan Bailey</b> K, Dallas Cowboys
182.	Take the CHEESE X2	<b>Jay Cutler</b> QB, Chicago Bears

## ROUND 14

183.	Take the CHEESE X2	<b>Chandler Catanzaro</b> K, Arizona Cardinals
184.	It's a me, Amari yo	<b>Eli Rogers</b> WR, Pittsburgh Steelers
185.	Im Just Here So I Dont gt Fined	<b>Dorial Green-Beckham</b> WR, Philadelphia Eagles
186.	No Russn' past 3rd base	<b>Shane Vereen</b> RB, New York Giants
187.	Barely Kickin Bride Rice	<b>Bills D/ST</b> D/ST, Buffalo Bills
188.	Team Cameron	<b>Dwayne Allen</b> TE, Indianapolis Colts

189.	Charles in Charge	<b>Patriots D/ST</b> D/ST, New England Patriots
190.	Team Smith	<b>Davante Adams</b> WR, Green Bay Packers
191.	Team Schomer	<b>Matt Prater</b> K, Detroit Lions
192.	The Fighting Sambos	<b>Steelers Coach</b> HC, Pittsburgh Steelers
193.	Team Smith	<b>Alex Smith</b> QB, Kansas City Chiefs
194.	To Be Determined	<b>Steelers D/ST</b> D/ST, Pittsburgh Steelers
195.	Bill Cosby's Sleepers	<b>C.J. Prosise</b> RB, Seattle Seahawks
196.	ERECT DICKER	<b>Colts Coach</b> HC, Indianapolis Colts

## ROUND 15

197.	ERECT DICKER	<b>Roberto Aguayo</b> K, Tampa Bay Buccaneers
198.	Bill Cosby's Sleepers	<b>Nelson Agholor</b> WR, Philadelphia Eagles
199.	To Be Determined	<b>Giants Coach</b> HC, New York Giants
200.	Team Smith	<b>Jets D/ST</b> D/ST, New York Jets
201.	The Fighting Sambos	<b>Rishard Matthews</b> WR, Tennessee Titans
202.	Team Schomer	<b>Rams D/ST</b> D/ST, Los Angeles Rams

203. Team Smith

**Nick Folk**

K, New York Jets

204. Charles in Charge

**Chris Boswell**

K, Pittsburgh Steelers

205. Team Cameron

**Jared Goff**

QB, Los Angeles Rams

206. Barely Kickin Bride Rice

**Bills Coach**

HC, Buffalo Bills

207. No Russn' past 3rd base

**Cairo Santos**

K, Kansas City Chiefs

208. Im Just Here So I Dont gt Fined

**Chris Johnson**

RB, Arizona Cardinals

209. It's a me, Amari yo

**Saints Coach**

HC, New Orleans Saints

210. Take the CHEESE X2

**Raiders Coach**

HC, Oakland Raiders



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**From:** ESPN Member Services  
**Sent:** Saturday, September 03, 2016 3:10 PM  
**To:** Smith, Zachary  
**Subject:** Your ESPN Account has been updated



## Your ESPN Account has been updated

Hello Zach,

We're writing to confirm that updates were made to your ESPN Account.

If you updated your own Account, all is good, and you can consider this a friendly confirmation.

If you have questions or did not update your Account, [click here](#) to contact us.

### About this message

To help ensure the security of personal information, we send a notification any time ESPN Account information is updated.

**From:** ESPN  
**Sent:** Thursday, September 01, 2016 7:14 AM  
**To:** Smith, Zachary  
**Subject:** Hey Zach, Only One Week Until Kickoff!

View this email with images [here](#).



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**From:** memberservices@espn.go.com  
**Sent:** Monday, August 29, 2016 8:44 AM  
**To:** Smith, Zachary  
**Subject:** Account Information Regarding Your ESPN Insider and ESPN The Magazine Subscription

Dear Zach,

This is just a friendly reminder that your ESPN Insider account is in excellent standing and your subscription will automatically renew on Monday, September 5, 2016.

Your Insider subscription includes the best content and analysis ESPN has to offer, plus great tools devoted to fantasy sports, odds, info and more. Plus, your Insider rate includes a subscription to ESPN the Magazine - all this for just \$39.99!

As a benefit, your service will continue, uninterrupted, so you won't miss out on any great premium content you get with ESPN Insider and The Magazine. Your credit card will be charged at the beginning of the service period and you will continue to receive all the great subscriber benefits you've come to enjoy.

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Thank you for subscribing to ESPN The Magazine and Insider!

Frequency and prices subject to change without notice.

**From:** Denise at Glazier Clinics  
**Sent:** Thursday, December 10, 2015 9:39 AM  
**To:** Smith, Zachary  
**Subject:** Zach - did you see my emails?

Hi Coach Smith -

Just checking in to see if you have been getting our emails. Over the past couple months, we have been sending you content and updates on our 2016 Football Coaching Clinics.

In case you haven't looked yet, check out all the 2016 Football Clinic Schedules Here: [glazierclinics.com/coaching\\_clinics/cities\\_and\\_dates](http://glazierclinics.com/coaching_clinics/cities_and_dates)

The Clinics are coming up soon! Register your Season Pass (...All-New with Online Training), so you don't miss out on the action. Let me know if you have any questions.

We'll see you at the clinics!

P.s. To make sure you get all of our emails, add this email to your contacts.

Denise Paugh  
Registration Coordinator  
Glazier Clinics  
(888) 755-6427

=====  
You are subscribed to receive Glazier Clinics email communications.

Unsubscribe [SmithZ@buckeyes.ath.ohio-state.edu](mailto:SmithZ@buckeyes.ath.ohio-state.edu) from this list:  
<http://glazierclinics.us2.list-manage.com/unsubscribe?u=d5fab7a52a7672099ec08f470&id=0aa8d27d4d&e=a3ea5d2909&c=13cf511fe8>

Our mailing address is:  
Glazier Clinics  
1880 Office Club Pt. STE 2480  
Colorado Springs, Colorado 80920  
USA

Our telephone:  
719-536-0069

Forward this email to a friend:  
<http://us2.forward-to-friend1.com/forward?u=d5fab7a52a7672099ec08f470&id=13cf511fe8&e=a3ea5d2909>

Update your profile:  
<http://glazierclinics.us2.list-manage.com/profile?u=d5fab7a52a7672099ec08f470&id=0aa8d27d4d&e=a3ea5d2909>



**From:** Sheldon, Gary  
**Sent:** Wednesday, December 02, 2015 4:15 PM  
**To:** Smith, Zachary  
**Subject:** RE: Cell Phone

I haven't heard back from the business office yet. I'll give them a call and give you an update.

GARY SHELDON  
Helpdesk Manager | Ohio State Athletics  
Fawcett Center 4th floor | 2400 Olentangy River Rd. | Columbus, OH 43210

T 614.292.3472  
sheldon.21@osu.edu  
OhioStateBuckeyes.com

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-----Original Message-----

From: Smith, Zachary  
Sent: Tuesday, December 01, 2015 2:53 PM  
To: Sheldon, Gary <sheldon.21@osu.edu>  
Subject: Cell Phone

Hey Gary,

Any update on if I can buy a 6s? Just want to figure it out either way and would appreciate it if you let me know! Thanks.

Zach Smith

Sent from my iPhone

**From:** Sheldon, Gary  
**Sent:** Wednesday, December 02, 2015 4:29 PM  
**To:** Smith, Zachary  
**Subject:** iPhone

Zach,

Here are the costs for the different models:

The 6S is \$199 – 16gb/ \$299 – 64gb / \$399 -128 gb

The 6S+ is \$299 – 16gb/ \$399 – 64gb / \$499 -128 gb

We can order whatever model you want but before we can do the swap it must be paid for with the business office. They will take check or credit card. If you use a credit card they charge the 2% processing fee also.

In addition the business office does not have records of payment for your 5s (\$199) or the 6 (\$299) these other phones must also be paid off first.

The broken 6 that we recently swapped out was not one that was bought through us. It's still in my office and it should be returned to you. I can swing by on my way out at 5 and drop it out in your office.

If you paid for those phones and something is incorrect with the business office records, please give them a call.

-Gary

**GARY SHELTON**

Helpdesk Manager | Ohio State Athletics

Fawcett Center 4th floor | 2400 Olentangy River Rd. | Columbus, OH 43210

T 614.292.3472

[sheldon.21@osu.edu](mailto:sheldon.21@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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**From:** Nushart, Kate  
**Sent:** Friday, November 27, 2015 10:55 AM  
**To:** Smith, Zachary  
**Subject:** RE: Tickets

I've added those names. Do you think you'll still have guests for the other 2? If so, just send me the names whenever you get them.

Thanks!

-----Original Message-----

From: Smith, Zachary  
Sent: Friday, November 27, 2015 10:32 AM  
To: Nushart, Kate <nushart.1@osu.edu>  
Subject: RE: Tickets

Thank you so much!! Here are the names:

Joe Codispoti  
Jonathan Forgy  
Sean Martin  
Steven Martin  
Steven Martin Jr  
Landon Martin  
Seth Martin  
Spencer Martin  
Tim Smith  
Dean Jack

I think I Have 2 left but don't have names for those. I appreciate it!!!

-----Original Message-----

From: Nushart, Kate  
Sent: Friday, November 27, 2015 9:08 AM  
To: Smith, Zachary <smith.8398@osu.edu>  
Subject: Re: Tickets

Hi Zach,  
No problem at all. Can you please just send me the names of your guests? I'll add them for you.

Thanks!  
Kate

Sent from my iPhone

> On Nov 27, 2015, at 9:01 AM, Smith, Zachary <smith.8398@osu.edu> wrote:

>

> Hey Kate -

>

> I wanted to see if I could submit my names for my tickets still. With the Holiday I completely forgot last night... Let me know if there is anything I can do!!! Thank you and I apologize for any inconvenience.

>

> Zach Smith

>

> Sent from my iPhone

**From:** mail@neulionnetwork.com  
**Sent:** Thursday, November 05, 2015 10:30 PM  
**To:** Smith, Zachary  
**Subject:** Player Guest Signup Notice

Dear Zach,

You have added the following persons to your ticket request list for Football vs. Minnesota. Please remind all persons on your list to bring a valid picture ID to the complimentary pass gate. Please remember that your certification of this list indicates that according to NCAA rules you have not sold your tickets or traded them for items of value.

Football vs. Minnesota  
Nov 07, 2015 07:00 PM



VS

#	Assigned Guest	Relationship	Request
<u>9478472</u>	<u>TURK , BRANDON</u>	<u>Cousin</u>	
<u>9478473</u>	<u>MAGUIRE , BRIAN</u>	<u>Cousin</u>	
<u>9478474</u>	<u>VILLA , HILLARY</u>	<u>Friend</u>	
<u>9478475</u>	<u>SMITH , TIM</u>	<u>Father</u>	
<u>9478476</u>	<u>PHARION , ANGELA</u>	<u>Friend</u>	
<u>9478477</u>	<u>PHARION , JEFF</u>	<u>Friend</u>	

**From:** Yeagley, Jon  
**Sent:** Tuesday, November 03, 2015 11:37 AM  
**To:** Smith, Zachary  
**Cc:** Sheldon, Gary;Null, Jim  
**Subject:** Re: Cell Phone

Zach — are you looking to purchase the phone to use on a personal account or to use in place of your OSU-provided phone?

Jon

On Oct 29, 2015, at 10:23 AM, Smith, Zachary <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)> wrote:

Hey Jon,

Not sure who I email about this but figured you could point me in the right direction. I was wondering if I could purchase the new iphone from you guys. Not sure the prices or availability but I want to get the 6s and am either going to get a personal phone or buy it from you if possible. Let me know what I need to do and if I can so I can proceed one way or another.

Thanks,

Zach Smith

**From:** Pantoni, Mark  
**Sent:** Thursday, October 29, 2015 10:59 AM  
**To:** Fickell, Luke;Coombs, Kerry S.;Smith, Zachary  
**Subject:** UM Recruiting Travel for Friday  
**Attachments:** 2015.10.29\_Confirmation\_Meyer\_MI\_PA, OH\_7478938.pdf



Please review and let me know if any changes needed.

## **MARK PANTONI**

Director of Player Personnel | Ohio State Football  
The Les Wexner Football Complex at the Woody Hayes Athletic Center  
535 Irving Schottenstein Dr. | Columbus, OH 43210  
T 614.292.2531

[Pantoni.1@osu.edu](mailto:Pantoni.1@osu.edu)

Twitter: [@markpantoni](https://twitter.com/markpantoni)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)



**From:** Athletics IT Helpdesk  
**Sent:** Thursday, October 29, 2015 10:25 AM  
**To:** Smith, Zachary  
**Subject:** Ticket 11637 Open --> Cell Phone: I wasn't sure who I would ask this ...

## **Ticket 11637 : Cell Phone**

Zach,

Thank you for contacting IT. We have received your request for assistance and will get back to you as soon as possible.

Your ticket number is 11637. You can reference this number when contacting the help desk for updates.

-Department of Athletics Information Technology  
Phone: 614-292-2164  
E-Mail: [ATH-HelpDesk@osu.edu](mailto:ATH-HelpDesk@osu.edu)  
Hours: M-F 8am-5pm

[Add Note](#) [Cancel Ticket](#)

**On 10/29/15, at 10:25 am, Zach Smith wrote:**

I wasn't sure who I would ask this but figured someone could point me in the right direction. I was wondering if I could purchase the new iphone. Not sure the prices or availability but I want to get the 6s and am either going to get a personal phone or buy it from you if possible. Let me know what I need to do and if I can so I can proceed one way or another.

Thanks,

Zach Smith

**From:** mail@neulionnetwork.com  
**Sent:** Thursday, October 15, 2015 8:54 PM  
**To:** Smith, Zachary  
**Subject:** Player Guest Signup Notice

Dear Zach,

You have added the following persons to your ticket request list for Football vs. Penn State. Please remind all persons on your list to bring a valid picture ID to the complimentary pass gate. Please remember that your certification of this list indicates that according to NCAA rules you have not sold your tickets or traded them for items of value.

Football vs. Penn State

Oct 17, 2015 08:00 PM



VS

<u>#</u>	<u>Assigned Guest</u>	<u>Relationship</u>	<u>Request</u>
<u>9478186</u>	<u>MARTIN , SEAN</u>	<u>Friend</u>	
<u>9478187</u>	<u>MARTIN , MONICA</u>	<u>Friend</u>	
<u>9478188</u>	<u>FORGY , JON</u>	<u>Friend</u>	
<u>9478189</u>	<u>PHANEUF , SARA</u>	<u>Friend</u>	
<u>9478190</u>	<u>SMITH , TIM</u>	<u>Father</u>	
<u>9478191</u>	<u>FACTOR , LINDA</u>	<u>Friend</u>	
<u>9478192</u>	<u>CODISPOTI , JOSEPH</u>	<u>Friend</u>	
<u>9478193</u>	<u>LAROCCA , JOE</u>	<u>Friend</u>	
<u>9478194</u>	<u>LAROCCA , MARY JILL</u>	<u>Friend</u>	
<u>9478195</u>	<u>LAROCCA , TONY</u>	<u>Friend</u>	
<u>9478196</u>	<u>HODGES , AMY</u>	<u>Friend</u>	
<u>9478197</u>	<u>HODGES , BEAU</u>	<u>Friend</u>	
<u>9478198</u>	<u>DRYDEN , GARY</u>	<u>Friend</u>	
<u>9478199</u>	<u>DRYDEN , ALTHEA</u>	<u>Friend</u>	
<u>9478200</u>	<u>DRYDEN , AMARI</u>	<u>Friend</u>	
<u>9478201</u>	<u>DRYDEN , GRAYSON</u>	<u>Friend</u>	



**From:** Halpin, Amy M.  
**Sent:** Tuesday, October 13, 2015 8:20 AM  
**To:** Smith, Zachary  
**Cc:** Broeker, Deborah  
**Subject:** FW: Scanned from a Xerox multifunction device  
**Attachments:** Scanned from a Xerox Multifunction Device.pdf

Do you know where you stayed May 20th? Looks like you were in Detroit area. Uniglobe doesn't have anything and said that you often book your own hotels. Compliance needs to know where you stayed :/

Deb, the packet we submitted is attached - do you remember anything about this trip??

Thanks!

AMY (HALPIN) NICOL  
Coordinator, Football Administration & Special Events | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: Stowe, Alex D.  
Sent: Monday, October 05, 2015 5:03 PM  
To: Halpin, Amy M.  
Cc: Bertani, Brad; Pantoni, Mark  
Subject: RE: Scanned from a Xerox multifunction device

Amy,

Here is the packet that was submitted to compliance for Coach Smith's trip from 5/18-5/22. The only part that is missing is where he stayed on 5/20 and 5/21. Once that is submitted this reimbursement will be complete.

Thanks and sorry for any confusion,  
Alex

ALEX STOWE  
Compliance Coordinator | Ohio State Athletics Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.688.1163  
F 614.292.0199  
stowe.53@osu.edu  
OhioStateBuckeyes.com

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-----Original Message-----

From: Halpin, Amy M.  
Sent: Thursday, October 01, 2015 2:57 PM  
To: Stowe, Alex D.  
Cc: Bertani, Brad; Pantoni, Mark  
Subject: RE: Scanned from a Xerox multifunction device

Yes, I have the reimbursement packet that was submitted to Admin and Compliance and was reimbursed to Zach via BUCKS. I will scan it and send it Monday.

AMY (HALPIN) NICOL

Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive|  
Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: Stowe, Alex D.  
Sent: Thursday, October 01, 2015 2:53 PM  
To: Halpin, Amy M.  
Cc: Bertani, Brad; Pantoni, Mark  
Subject: RE: Scanned from a Xerox multifunction device

Amy,

After looking at this receipt, it actually looks like this was part of Coach Smith's trip in 2014. Do you have the room receipts for 5/20-21 of this year? From JumpForward it looks like he was in Detroit/Indiana during this time.

Thanks,  
Alex

ALEX STOWE

Compliance Coordinator | Ohio State Athletics Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.688.1163  
F 614.292.0199  
stowe.53@osu.edu  
OhioStateBuckeyes.com

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

This e-mail, which includes any files transmitted with it, contains confidential information from The Ohio State University Athletic Compliance Office, and is intended solely for the use of the individual or entity to whom it is addressed. If you are not the intended recipient or the person responsible for delivering this e-mail to the intended recipient, be advised that any use, dissemination, forwarding, printing, or copying of this e-mail is strictly prohibited. If you have received this e-mail in error, please notify the sender immediately by a "reply to sender only" message and destroy all electronic and hard copies of this e-mail and any attached files.

-----Original Message-----

From: Halpin, Amy M.  
Sent: Wednesday, September 30, 2015 11:15 AM  
To: Stowe, Alex D.  
Cc: Pantoni, Mark; Bertani, Brad  
Subject: FW: Scanned from a Xerox multifunction device

Zach hotel 5/20 - 21

AMY (HALPIN) NICOL

Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive|  
Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: donotreply@osu.edu [<mailto:donotreply@osu.edu>]  
Sent: Wednesday, September 30, 2015 11:11 AM  
To: Halpin, Amy M.  
Subject: Scanned from a Xerox multifunction device

Please open the attached document. It was scanned and sent to you using a Xerox multifunction device.

Attachment File Type: pdf, Multi-Page

multifunction device Location: machine location not set

Device Name: XRX0000AAD62139

For more information on Xerox products and solutions, please visit <http://www.xerox.com>

**From:** mail@neulionnetwork.com  
**Sent:** Monday, October 12, 2015 5:51 PM  
**To:** Smith, Zachary  
**Subject:** Player Guest Signup Notice

Dear Zach,

You have added the following persons to your ticket request list for Football @ Rutgers. Please remind all persons on your list to bring a valid picture ID to the complimentary pass gate. Please remember that your certification of this list indicates that according to NCAA rules you have not sold your tickets or traded them for items of value.

Football @ Rutgers  
Oct 24, 2015 08:00 PM



VS

#	Assigned Guest	Relationship	Request
<u>9481689</u>	<u>Transferred To Teammate</u>		
<u>9481690</u>	<u>Transferred To Teammate</u>		

**From:** mail@neulionnetwork.com  
**Sent:** Monday, October 12, 2015 6:00 PM  
**To:** Smith, Zachary  
**Subject:** Player Guest Signup Notice

Dear Zach,

You have added the following persons to your ticket request list for Football vs. Penn State. Please remind all persons on your list to bring a valid picture ID to the complimentary pass gate. Please remember that your certification of this list indicates that according to NCAA rules you have not sold your tickets or traded them for items of value.

**Football vs. Penn State**  
**Oct 17, 2015 08:00 PM**



#	Assigned Guest	Relationship	Request
<a href="#">9478186</a>	<a href="#">MARTIN , SEAN</a>	<a href="#">Friend</a>	
<a href="#">9478187</a>	<a href="#">MARTIN , MONICA</a>	<a href="#">Friend</a>	
<a href="#">9478188</a>	<a href="#">FORGY , JON</a>	<a href="#">Friend</a>	
<a href="#">9478189</a>	<a href="#">PHANEUF , SARA</a>	<a href="#">Friend</a>	
<a href="#">9478190</a>	<a href="#">SMITH , TIM</a>	<a href="#">Father</a>	
<a href="#">9478191</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478192</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478193</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478194</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478195</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478196</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478197</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478198</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478199</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478200</a>	<a href="#">Not Yet Assigned</a>		
<a href="#">9478201</a>	<a href="#">Not Yet Assigned</a>		

**From:** Voltolini, Brian  
**Sent:** Wednesday, September 30, 2015 11:09 AM  
**To:** Smith, Zachary;Merriitt, Mathew D.;Cordle, James;Mason, Brian S.  
**Subject:** FW: Letter  
**Attachments:** As we begin a new season.docx number 2 GGR edits redline (3).docx

Please respond back to Gene Smith please CC Martin Jarmond

Thanks  
Brian

---

**From:** Jarmond, Martin  
**Sent:** Wednesday, September 30, 2015 10:42 AM  
**To:** Voltolini, Brian  
**Subject:** FW: Letter

FYI, from football, sent to:  
Zach Smith  
Matt Merritt  
Jimmy Cordel  
Brian Mason

mj

---

**From:** Jarmond, Martin  
**Sent:** Wednesday, September 30, 2015 10:41 AM  
**Subject:** FW: Letter

Hello –  
If you are receiving this, Gene has not received confirmation response back from you that you have read the letter he sent to all coaches and staff last month. Please read the letter and respond to him that you have read, and cc me. Thanks.

Martin

---

**From:** Smith, Eugene  
**Sent:** Monday, August 31, 2015 5:31 PM  
**To:** Beals, Gregory; Bluem, John; Carlston, Geoffrey; Dennis, Karen; Dorenkott, William; Fagan, Carey; Hanson, Peter; Hession, Therese; Knisley, Donna; Matta, Thad; McGuff, Kevin P.; Meyer, Urban F.; Moseley, James B.; Myers, Nicholas; Nazlymov, Vladimir; Potter, Jennifer L.; Rohlik, Steve; Ryan, Thomas; Schaub, Melissa A.; Schoenly, Kelly K.; Sharipov, Rustam; Sochor, Justin; Tanoue, Ryan T.; Teitelbaum, Andrew; Tucker, Ty; Vargo Brown, Holly; Venechanos, Alexis; Wadley, Billy; Walker, Lori; Wilkinson, Anne; Alford, Anthony J.; Allen, Brice K.; Ash, Chris A.; Avery, Todd; Beck, Timothy G.; Bergey, Mark; Boals, Jeff; Brown, Joel; Buchholz, Amanda M.; Burch, Kevin; Byers, Jillian A.; Cheek, Joy K.; Cohen, Adam V.; Coombs, Kerry S.; Davis, Madeline; Dickerson, Dave; Duggan, Carson D.; Egelhoff, David; Embaugh, Timothy; Everhart, Blair; Exter, Joseph S.; Fernandez, Suzanna P.; Fickell, Luke; Flohre, Nickolas H.; Gauthier, Bob; Gordona, Ian C.; Hall, Jenna L.; Halverson, Susan; Hinton, Timmy; Holick, Chris; Homeyer, Kyle E.; Howe, Beth; Jaggars, Jeffrey; Jefferson, Stanley; Johnson, Larry A.; Jones, Taylor; Joseph, Rosalind; Kaestner, Christie K.; Klein, Patrick; Klingsporn, Nicole M.; Koesterer, Jamison L.; Kronauge, Justin; Lebel, Layne P.; Lipton, Kate; Lucchetti, Marcos; Maloney, Luke W.; Marotti, Michael A.; McLain, Christopher T.; Mitchell, Mark S.; Monahan, Randy S.; Muffet Duncan, Ashley; Okruch, Vincent A.; Olson, Joey; Pantoni, Mark; Pardi Perera, Homero; Paulus, Gregory R.; Picazo, Alex; Rollins, Dave; Ross, Brad; Rosselli, Lewis; Smerdin, Aleksandr; Smith, Bradley; Smith, Carrie; Smith, Megan G.; Smith, Zachary; Sourimto, Aliaksandr A.; Speth, Frank; St. John, Siobhan; Stafford, Michael; Strom, Lisa M.; Suarez-Ayme, Casimiro S.; Thatcher, Ross; Vergote, Sara; Voltolini, Brian; Warinner, Edmond P.; Wolfrum, Jordan C.  
**Cc:** Willis, Miechelle; Jarmond, Martin; Oman, Janine; Shelton, TJ; Richard, Shaun; Archie, Douglas; Garrity-Rokous, Gates; Halpin, Amy M.  
**Subject:**

The 2014-15 season was truly enjoyable. Thank you for our leadership. Please read the attached document.

Please respond to me verifying you read this document by September 4<sup>th</sup>, thanks gene

As we begin a new season, expectations for our department continue to rise. This past year produced numerous remarkable accomplishments. Thank you for your hard work and dedication.

I want to remind you of the expectations that I have of each of you as leaders. We are blessed to have talented and gifted young people who you recruited to be a part of the Buckeye experience. It is imperative that we meet our mission of creating an environment for them to be successful.

Our three goals within that mission are to:

- Ensure that student-athletes perform academically and graduate.
- Assist each individual in strengthening his/her character by fostering personal growth and life skill development.
- Provide them the best teaching so they can develop athletically and prepare them for a championship experience.

This represents the Total Student Athlete Development Model that we speak of often.

You exert profound impact on the student-athlete experience. It is critical that you recognize that each student-athlete may require a unique approach to assist his/her development. Student athletes need to feel comfortable bringing challenges/issues to you. Sometimes you have to meet people where they are in order to get them where you want them to go.

I expect us all to live by, and model, our core values:

- Integrity – We act with integrity and accountability.
- Respect – We create and celebrate an environment of mutual respect and diversity by recognizing each individual's contribution to the team.
- People – We keep the well-being of our student-athletes, staff and fans at the core of every decision.
- Excellence – We strive to excel in performance, achievement and service.
- Community – We participate in efforts to enhance the lives of those in our university, city, and state by helping and paying forward to others.
- Tradition – We respect the traditions that have been established and build upon those.

- Innovation – We encourage innovation, maintain a curious mindset, and embrace change.

As you are aware, the responsibility we enjoy is tremendous. Your shadow as a leader contributes to the definition of the culture you have in your program. How you behave impacts everyone associated with the program you have been charged to lead. You must have the “discipline to deal with what is good and bad with moral duty and obligation.” Ethical behavior is expected at all times!!

Be committed to establishing an environment of compliance. Adhering to all NCAA, Big Ten, and institutional rules and regulations is a given. You – and all of us -- are responsible for compliance. Embrace the Big Ten Standards document. Read it - know it - LIVE IT!!!

Available to you are countless resources to assist you. I implore you to engage in the many services at your disposal, including: regularly scheduled coaches meetings; lessons learned sessions; all staff meetings; the Toolbox; and assistant coach/staff professional development programs. Remember “the task ahead of you is never as great as the power behind you.”

If you need additional resources your sport administrator and/or Kim Heaton, Director of Human Resources, can assist you.

Thank you for your continued commitment. Know that I am always available to assist. Too often I hear, “I did not want to bother you.” I am here first and foremost for you and our student-athletes. I am never bothered by your engagement; it is my job, and my privilege.



**From:** AP Images  
**Sent:** Monday, September 14, 2015 2:03 AM  
**To:** Smith, Zachary  
**Cc:** apisales\_online@ap.org  
**Subject:** Registration Confirmation



## AP IMAGES

Welcome Zach,

Thank you for registering with AP Images, your essential source for photography.

**Organization:** Ohio State University

**User Name:** smith.8398@osu.edu

Please take a moment to review the information you provided during the registration process. After you have confirmed your registration and logged in you can make any changes by clicking the "My Account Profile" link, and then selecting "Profile". (or go to <http://www.apimages.com/MyAccount>)

**Name:** Zach Smith  
**E-mail Address:** smith.8398@osu.edu  
**Work Phone:** 6143707758  
**Company Name:** Ohio State University

Thank you for choosing AP Images.

Best Regards,  
The AP Images Sales Team  
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(877) 836-9477 U.S.  
(212) 621-7361 Direct Dial  
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Fax: (212) 621-1955  
Email: [apisales\\_online@ap.org](mailto:apisales_online@ap.org)

You are also registered for AP Archive, one of the most comprehensive film and video collections in the world. Your new User Name and Password will now work on [www.aparchive.com](http://www.aparchive.com)

**From:** Gesner, Tricia  
**Sent:** Monday, September 14, 2015 8:24 AM  
**To:** Smith, Zachary  
**Subject:** Hello from the AP

Good morning Zach,

Thanks for registering on our website. Please let me know if I can be of any assistance.

Best,  
Tricia  
212 621 7475

**AP**

Tricia Gesner  
Account Manager  
[Associated Press](#)  
450 West 33rd Street  
15<sup>th</sup> Floor  
New York, NY 10001  
T. 212.621.7475  
C. 917.853.8097  
[tgesner@ap.org](mailto:tgesner@ap.org)



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[IP\_US\_DISC]

msk dccc60c6d2c3a6438f0cf467d9a4938





**From:** Todd Cooper  
**Sent:** Friday, September 11, 2015 2:56 PM  
**To:** Smith, Zachary  
**Subject:** Ohio State U Football  
**Importance:** Normal

Zach - We have great prices on t-shirts, sweats, and more. Can we get you a quote or help you create a Ohio State U Football design? Visit our site for [design ideas](#) and [instant quotes](#), or let us know what you're looking for and we'll get you a quote - [info@mytprint.com](mailto:info@mytprint.com).

\*Compared prices are for a colored t-shirt with a 1 color front print and a 1 color back print.

		36+	72+	144+	300+	500+	1000+
	<b>MyTPrint:</b> 	\$6.95	\$6.05	\$5.05	\$4.45	\$4.00	\$3.75
	<b>CustomInk:</b>	\$11.37	\$9.32	\$8.04	\$7.12	\$6.64	\$6.14
	<b>RushOrderTees:</b>	\$10.04	\$8.13	\$6.57	\$5.86	\$5.55	\$5.20
<b>\$\$</b>	<b>Potential savings:</b>	\$159+	\$235+	\$430+	\$801+	\$1320+	\$2390+


**Free Shipping\*:** Standard 2-3 week turnaround to Columbus. Rush Service available.  
 \*Orders under 12 items, Contract orders, and Promotional Product orders not eligible for Free Shipping  
**Best Price Policy:** Have a lower quote? Email it to us and we'll do our best to beat it.  
**Great Reviews:** Read [what our customers think](#) about us.

	1000+	500+	300+	144+	72+	36+	24+	12+
 <a href="#">T-shirts</a>	2.40	2.60	2.95	3.40	4.15	4.85	6.10	8.60
 <a href="#">Shorts</a>	8.41	8.61	8.96	9.41	10.16	10.86	12.11	14.61
 <a href="#">Performance</a>	5.21	5.41	5.76	6.21	6.96	7.66	8.91	11.41
 <a href="#">Hoodies</a>	10.86	11.06	11.41	11.86	12.61	13.31	14.56	17.06

Prices for a 1 color front print on white shirts and colored shorts, Colored shirts are \$1 more each. XXL and XXXL are \$2 more each.

Thank you, Todd & the My T Print Crew

To remove your email, [Click Here](#)  
  
[info@mytprint.com](mailto:info@mytprint.com)  
 503.548.7216  
[www.MyTPrint.com](http://www.MyTPrint.com)


**MyTPrint**  
 10950 SW Fifth Street,  
 Suite 260  
 Beaverton, OR 97005

**From:** mail@neulionnetwork.com  
**Sent:** Friday, September 04, 2015 8:54 PM  
**To:** Smith, Zachary  
**Subject:** Player Guest Signup Notice

Dear Zach,

You have added the following persons to your ticket request list for Football @ Virginia Tech. Please remind all persons on your list to bring a valid picture ID to the complimentary pass gate. Please remember that your certification of this list indicates that according to NCAA rules you have not sold your tickets or traded them for items of value.

**Football @ Virginia Tech**  
**Sep 07, 2015 08:00 PM**



vs

#	Assigned Guest	Relationship	Request
<a href="#">9459319</a>	<a href="#">MARTIN , SEAN</a>	<a href="#">Friend</a>	
<a href="#">9459320</a>	<a href="#">MARTIN , MONICA</a>	<a href="#">Friend</a>	
<a href="#">9459321</a>	<a href="#">SHARP , NICK</a>	<a href="#">Friend</a>	
<a href="#">9459322</a>	<a href="#">SHARP , STEVE</a>	<a href="#">Friend</a>	
<a href="#">9459323</a>	<a href="#">FRIEDHEIM , MICHAEL</a>	<a href="#">Friend</a>	
<a href="#">9459324</a>	<a href="#">FRIEDHEIM , SARAH</a>	<a href="#">Friend</a>	

**From:** Smith, Zachary  
**Sent:** Wednesday, December 02, 2015 2:37 PM  
**To:** Yeagley, Jon  
**Subject:** Fwd: Cell Phone

Do you know who I need to contact to get an answer on this? I haven't been getting a response or an answer and I just want to know if this is possible or not... Can you assist?

Thanks,

Zach Smith

Sent from my iPhone

Begin forwarded message:

**From:** <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**Date:** December 1, 2015 at 2:52:56 PM EST  
**To:** <[sheldon.21@osu.edu](mailto:sheldon.21@osu.edu)>  
**Subject:** Cell Phone

Hey Gary,

Any update on if I can buy a 6s? Just want to figure it out either way and would appreciate it if you let me know! Thanks.

Zach Smith

Sent from my iPhone

**From:** smith.8398@osu.edu  
**Sent:** Tuesday, December 01, 2015 2:52 PM  
**To:** Sheldon, Gary  
**Subject:** Cell Phone

Hey Gary,

Any update on if I can buy a 6s? Just want to figure it out either way and would appreciate it if you let me know! Thanks.

Zach Smith

Sent from my iPhone

**From:** Smith, Zachary  
**Sent:** Friday, November 27, 2015 1:09 PM  
**To:** Nushart, Kate  
**Subject:** Re: Tickets

I don't think so but if I do I will let you know and see if it's still possible!!! Thank you very much!!!!

Sent from my iPhone

> On Nov 27, 2015, at 10:55 AM, Nushart, Kate <nushart.1@osu.edu> wrote:

>

> I've added those names. Do you think you'll still have guests for the other 2? If so, just send me the names whenever you get them.

>

> Thanks!

>

> -----Original Message-----

> From: Smith, Zachary

> Sent: Friday, November 27, 2015 10:32 AM

> To: Nushart, Kate <nushart.1@osu.edu>

> Subject: RE: Tickets

>

> Thank you so much!! Here are the names:

>

> Joe Codispoti

> Jonathan Forgy

> Sean Martin

> Steven Martin

> Steven Martin Jr

> Landon Martin

> Seth Martin

> Spencer Martin

> Tim Smith

> Dean Jack

>

> I think I Have 2 left but don't have names for those. I appreciate it!!!

>

> -----Original Message-----

> From: Nushart, Kate

> Sent: Friday, November 27, 2015 9:08 AM

> To: Smith, Zachary <smith.8398@osu.edu>

> Subject: Re: Tickets

>

> Hi Zach,

> No problem at all. Can you please just send me the names of your guests? I'll add them for you.

>

> Thanks!

> Kate

>

> Sent from my iPhone

>

>> On Nov 27, 2015, at 9:01 AM, Smith, Zachary <smith.8398@osu.edu> wrote:

>>

>> Hey Kate -

>>

>> I wanted to see if I could submit my names for my tickets still. With the Holiday I completely forgot last night... Let me know if there is anything I can do!!! Thank you and I apologize for any inconvenience.

>>

>> Zach Smith

>>

>> Sent from my iPhone

**From:** Smith, Zachary  
**Sent:** Tuesday, November 03, 2015 3:45 PM  
**To:** Yeagley, Jon  
**Subject:** Re: Cell Phone

In place of my OSU one if possible

Sent from my iPhone

On Nov 3, 2015, at 11:38 AM, Yeagley, Jon <[yeagley.9@osu.edu](mailto:yeagley.9@osu.edu)> wrote:

Zach — are you looking to purchase the phone to use on a personal account or to use in place of your OSU-provided phone?

Jon

On Oct 29, 2015, at 10:23 AM, Smith, Zachary <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)> wrote:

Hey Jon,

Not sure who I email about this but figured you could point me in the right direction. I was wondering if I could purchase the new iphone from you guys. Not sure the prices or availability but I want to get the 6s and am either going to get a personal phone or buy it from you if possible. Let me know what I need to do and if I can so I can proceed one way or another.

Thanks,

Zach Smith



**From:** Smith, Zachary  
**Sent:** Tuesday, October 13, 2015 1:18 PM  
**To:** Halpin, Amy M.  
**Subject:** Re: Scanned from a Xerox multifunction device

I drove home - didn't stay anywhere

Sent from my iPhone

> On Oct 13, 2015, at 8:20 AM, Halpin, Amy M. <halpin.30@osu.edu> wrote:

>

> Do you know where you stayed May 20th? Looks like you were in Detroit area. Uniglobe doesn't have anything and said that you often book your own hotels. Compliance needs to know where you stayed :/

>

> Deb, the packet we submitted is attached - do you remember anything about this trip??

>

> Thanks!

>

> AMY (HALPIN) NICOL

> Coordinator, Football Administration & Special Events | The Ohio State University

> Woody Hayes Athletic Center | 535 Irving Schottenstein Drive| Columbus, OH 43210

> (P) 614-292-7620|(F) 614-688-5560

>

>

>

>

> -----Original Message-----

> From: Stowe, Alex D.

> Sent: Monday, October 05, 2015 5:03 PM

> To: Halpin, Amy M.

> Cc: Bertani, Brad; Pantoni, Mark

> Subject: RE: Scanned from a Xerox multifunction device

>

> Amy,

>

> Here is the packet that was submitted to compliance for Coach Smith's trip from 5/18-5/22. The only part that is missing is where he stayed on 5/20 and 5/21. Once that is submitted this reimbursement will be complete.

>

> Thanks and sorry for any confusion,

> Alex

>

> ALEX STOWE

> Compliance Coordinator | Ohio State Athletics Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

>

> T 614.688.1163

> F 614.292.0199

> stowe.53@osu.edu

> OhioStateBuckeyes.com

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>

>

> -----Original Message-----

> From: Halpin, Amy M.

> Sent: Thursday, October 01, 2015 2:57 PM

> To: Stowe, Alex D.

> Cc: Bertani, Brad; Pantoni, Mark

> Subject: RE: Scanned from a Xerox multifunction device

>  
> Yes, I have the reimbursement packet that was submitted to Admin and Compliance and was reimbursed to Zach via BUCKS. I will scan it and send it Monday.

>  
> AMY (HALPIN) NICOL  
> Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive| Columbus, OH 43210  
> (P) 614-292-7620|(F) 614-688-5560

>  
>  
>  
>  
> -----Original Message-----  
> From: Stowe, Alex D.  
> Sent: Thursday, October 01, 2015 2:53 PM  
> To: Halpin, Amy M.  
> Cc: Bertani, Brad; Pantoni, Mark  
> Subject: RE: Scanned from a Xerox multifunction device

>  
> Amy,  
>  
> After looking at this receipt, it actually looks like this was part of Coach Smith's trip in 2014. Do you have the room receipts for 5/20-21 of this year? From JumpForward it looks like he was in Detroit/Indiana during this time.

>  
> Thanks,  
> Alex  
>  
> ALEX STOWE  
> Compliance Coordinator | Ohio State Athletics Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210  
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>  
>  
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> -----Original Message-----  
> From: Halpin, Amy M.  
> Sent: Wednesday, September 30, 2015 11:15 AM  
> To: Stowe, Alex D.  
> Cc: Pantoni, Mark; Bertani, Brad  
> Subject: FW: Scanned from a Xerox multifunction device

>  
> Zach hotel 5/20 - 21

>  
> AMY (HALPIN) NICOL  
> Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive| Columbus, OH 43210  
> (P) 614-292-7620|(F) 614-688-5560

>  
>  
>  
> -----Original Message-----  
> From: donotreply@osu.edu [<mailto:donotreply@osu.edu>]  
> Sent: Wednesday, September 30, 2015 11:11 AM  
> To: Halpin, Amy M.  
> Subject: Scanned from a Xerox multifunction device

>  
>  
>  
> Please open the attached document. It was scanned and sent to you using a Xerox multifunction device.  
>  
> Attachment File Type: pdf, Multi-Page  
>  
> multifunction device Location: machine location not set  
> Device Name: XRX0000AAD62139  
>  
>  
> For more information on Xerox products and solutions, please visit <http://www.xerox.com>  
> <Scanned from a Xerox Multifunction Device.pdf>

**From:** Smith, Zachary  
**Sent:** Wednesday, September 30, 2015 10:32 AM  
**To:** Smith, Eugene  
**Cc:** Jarmond, Martin  
**Subject:** RE:

I apologize I didn't reply to this, I thought I sent the response. I read the document back on the day you sent it, I appreciate it and am sorry I mismanaged my reply!

Thanks & Go Bucks!

Zach Smith

---

**From:** Smith, Eugene  
**Sent:** Monday, August 31, 2015 5:31 PM  
**To:** Beals, Gregory; Bluem, John; Carlston, Geoffrey; Dennis, Karen; Dorenkott, William; Fagan, Carey; Hanson, Peter; Hession, Therese; Knisley, Donna; Matta, Thad; McGuff, Kevin P.; Meyer, Urban F.; Moseley, James B.; Myers, Nicholas; Nazlymov, Vladimir; Potter, Jennifer L.; Rohlik, Steve; Ryan, Thomas; Schaub, Melissa A.; Schoenly, Kelly K.; Sharipov, Rustam; Sochor, Justin; Tanoue, Ryan T.; Teitelbaum, Andrew; Tucker, Ty; Vargo Brown, Holly; Venechanos, Alexis; Wadley, Billy; Walker, Lori; Wilkinson, Anne; Alford, Anthony J.; Allen, Brice K.; Ash, Chris A.; Avery, Todd; Beck, Timothy G.; Bergey, Mark; Boals, Jeff; Brown, Joel; Buchholz, Amanda M.; Burch, Kevin; Byers, Jillian A.; Cheek, Joy K.; Cohen, Adam V.; Coombs, Kerry S.; Davis, Madeline; Dickerson, Dave; Duggan, Carson D.; Egelhoff, David; Embaugh, Timothy; Everhart, Blair; Exter, Joseph S.; Fernandez, Suzanna P.; Fickell, Luke; Flohre, Nickolas H.; Gauthier, Bob; Gordona, Ian C.; Hall, Jenna L.; Halverson, Susan; Hinton, Timmy; Holick, Chris; Homeyer, Kyle E.; Howe, Beth; Jaggars, Jeffrey; Jefferson, Stanley; Johnson, Larry A.; Jones, Taylor; Joseph, Rosalind; Kaestner, Christie K.; Klein, Patrick; Klingsporn, Nicole M.; Koesterer, Jamison L.; Kronauge, Justin; Lebel, Layne P.; Lipton, Kate; Lucchetti, Marcos; Maloney, Luke W.; Marotti, Michael A.; McLain, Christopher T.; Mitchell, Mark S.; Monahan, Randy S.; Muffet Duncan, Ashley; Okruch, Vincent A.; Olson, Joey; Pantoni, Mark; Pardi Perera, Homero; Paulus, Gregory R.; Picazo, Alex; Rollins, Dave; Ross, Brad; Rosselli, Lewis; Smerdin, Aleksandr; Smith, Bradley; Smith, Carrie; Smith, Megan G.; Smith, Zachary; Sourimto, Aliaksandr A.; Speth, Frank; St. John, Siobhan; Stafford, Michael; Strom, Lisa M.; Suarez-Ayme, Casimiro S.; Thatcher, Ross; Vergote, Sara; Voltolini, Brian; Warinner, Edmond P.; Wolfrum, Jordan C.  
**Cc:** Willis, Miechelle; Jarmond, Martin; Oman, Janine; Shelton, TJ; Richard, Shaun; Archie, Douglas; Garrity-Rokous, Gates; Halpin, Amy M.  
**Subject:**

The 2014-15 season was truly enjoyable. Thank you for our leadership. Please read the attached document.

Please respond to me verifying you read this document by September 4<sup>th</sup>, thanks gene

**From:** Smith, Zachary  
**Sent:** Thursday, September 10, 2015 12:42 PM  
**To:** Yeagley, Jon;Sheldon, Gary;Voltolini, Brian;Null, Jim  
**Subject:** Cell Phone

I have an issue I need to figure out a solution to – My cell phone just randomly stopped working. I ran it to an ATT store and they told me the power supply and motherboard are detached from the phone. Can I get a new phone ASAP? I needed to make recruiting calls tonight and am out of luck as it stands today. Let me know how I can get this done and if it is possible. Thanks!

Zach Smith  
WR Coach  
Ohio State

**From:** Nushart, Kate  
**Sent:** Friday, September 18, 2015 2:21 PM  
**To:** Halpin, Amy M.  
**Subject:** RE: Zach Smith Change



---

**From:** Halpin, Amy M.  
**Sent:** Friday, September 18, 2015 1:04 PM  
**To:** Nushart, Kate  
**Subject:** Zach Smith Change

Zach would like to change Marylou Dixon to Shelley Eldred on his ticket list please!

**AMY (HALPIN) NICOL**

Coordinator, Football Administration & Special Events | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-688-5560



**UNDISPUTED**  **CHAMPIONS**

**From:** Stowe, Alex D.  
**Sent:** Tuesday, October 13, 2015 2:38 PM  
**To:** Halpin, Amy M.  
**Subject:** RE: Scanned from a Xerox multifunction device

Thanks Amy, I'll attach this info to the packet and remove this trip from the audit list!

ALEX STOWE  
Compliance Coordinator | Ohio State Athletics  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210  
  
T 614.688.1163  
F 614.292.0199  
stowe.53@osu.edu  
OhioStateBuckeyes.com

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-----Original Message-----

From: Halpin, Amy M.  
Sent: Tuesday, October 13, 2015 2:19 PM  
To: Stowe, Alex D.  
Subject: FW: Scanned from a Xerox multifunction device

Zach drove home and did not stay in a hotel for this portion of the trip.

Thanks!

AMY (HALPIN) NICOL  
Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: Smith, Zachary  
Sent: Tuesday, October 13, 2015 2:18 PM  
To: Halpin, Amy M.  
Subject: Re: Scanned from a Xerox multifunction device

I drove home - didn't stay anywhere

Sent from my iPhone

> On Oct 13, 2015, at 8:20 AM, Halpin, Amy M. <halpin.30@osu.edu> wrote:  
>  
> Do you know where you stayed May 20th? Looks like you were in Detroit  
> area. Uniglobe doesn't have anything and said that you often book  
> your own hotels. Compliance needs to know where you stayed :/  
>  
> Deb, the packet we submitted is attached - do you remember anything about this trip??  
>  
> Thanks!

>  
> AMY (HALPIN) NICOL  
> Coordinator, Football Administration & Special Events | The Ohio State  
> University Woody Hayes Athletic Center | 535 Irving Schottenstein  
> Drive| Columbus, OH 43210  
> (P) 614-292-7620|(F) 614-688-5560  
>  
>  
>  
> -----Original Message-----  
> From: Stowe, Alex D.  
> Sent: Monday, October 05, 2015 5:03 PM  
> To: Halpin, Amy M.  
> Cc: Bertani, Brad; Pantoni, Mark  
> Subject: RE: Scanned from a Xerox multifunction device  
>  
> Amy,  
>  
> Here is the packet that was submitted to compliance for Coach Smith's trip from 5/18-5/22. The only part that is missing is where he stayed  
on 5/20 and 5/21. Once that is submitted this reimbursement will be complete.  
>  
> Thanks and sorry for any confusion,  
> Alex  
>  
> ALEX STOWE  
> Compliance Coordinator | Ohio State Athletics Fawcett Center 9th Floor  
> | 2400 Olentangy River Rd | Columbus, OH 43210  
>  
> T 614.688.1163  
> F 614.292.0199  
> stowe.53@osu.edu  
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> -----Original Message-----  
> From: Halpin, Amy M.  
> Sent: Thursday, October 01, 2015 2:57 PM  
> To: Stowe, Alex D.  
> Cc: Bertani, Brad; Pantoni, Mark  
> Subject: RE: Scanned from a Xerox multifunction device  
>  
> Yes, I have the reimbursement packet that was submitted to Admin and Compliance and was reimbursed to Zach via BUCKS. I will scan it  
and send it Monday.  
>  
> AMY (HALPIN) NICOL  
> Coordinator, Football Administration & Special Events | The Ohio State  
> University Woody Hayes Athletic Center | 535 Irving Schottenstein  
> Drive| Columbus, OH 43210  
> (P) 614-292-7620|(F) 614-688-5560  
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> -----Original Message-----  
> From: Stowe, Alex D.  
> Sent: Thursday, October 01, 2015 2:53 PM



> To: Halpin, Amy M.  
> Cc: Bertani, Brad; Pantoni, Mark  
> Subject: RE: Scanned from a Xerox multifunction device  
>  
> Amy,  
>  
> After looking at this receipt, it actually looks like this was part of Coach Smith's trip in 2014. Do you have the room receipts for 5/20-21 of this year? From JumpForward it looks like he was in Detroit/Indiana during this time.  
>  
> Thanks,  
> Alex  
>  
> ALEX STOWE  
> Compliance Coordinator | Ohio State Athletics Fawcett Center 9th Floor  
> | 2400 Olentangy River Rd | Columbus, OH 43210  
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> To: Stowe, Alex D.  
> Cc: Pantoni, Mark; Bertani, Brad  
> Subject: FW: Scanned from a Xerox multifunction device  
>  
> Zach hotel 5/20 - 21  
>  
> AMY (HALPIN) NICOL  
> Coordinator, Football Administration & Special Events | The Ohio State  
> University Woody Hayes Athletic Center | 535 Irving Schottenstein  
> Drive | Columbus, OH 43210  
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>  
>  
>  
> Please open the attached document. It was scanned and sent to you using a Xerox multifunction device.  
>  
> Attachment File Type: pdf, Multi-Page  
>  
> multifunction device Location: machine location not set  
> Device Name: XRX0000AAD62139  
>

- >
- > For more information on Xerox products and solutions, please visit
- > <http://www.xerox.com> <Scanned from a Xerox Multifunction Device.pdf>

**From:** Bobbie Neece  
**Sent:** Tuesday, October 13, 2015 7:59 AM  
**To:** Halpin, Amy M.  
**Subject:** RE: Zach Smith - Hotel 5/20-21 2015

Amy,  
I don't show any hotel for Zach during this time either

Thanks  
Bobbie

---

**From:** Halpin, Amy M. [mailto:halpin.30@osu.edu]  
**Sent:** Monday, October 12, 2015 2:08 PM  
**To:** Dana Crawford; Bobbie Neece  
**Subject:** Zach Smith - Hotel 5/20-21 2015

Hi, ladies:

Do either of you see record of a hotel that Zach would have stayed in the nights of 5/20 and 5/21, 2015? Most likely in the Detroit and/or Indiana area? Compliance is asking for his hotel receipts and I cannot locate them (or remember exactly what he did on that trip)

Thank you!

Coordinator, Football Administration & Special Events | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-688-5560



**From:** Broeker, Deborah  
**Sent:** Tuesday, October 13, 2015 9:46 AM  
**To:** Halpin, Amy M.  
**Subject:** RE: Scanned from a Xerox multifunction device

darn, I just deleted all the "travel" emails but will keep looking!

-----Original Message-----

From: Halpin, Amy M.  
Sent: Tuesday, October 13, 2015 8:21 AM  
To: Smith, Zachary  
Cc: Broeker, Deborah  
Subject: FW: Scanned from a Xerox multifunction device

Do you know where you stayed May 20th? Looks like you were in Detroit area. Uniglobe doesn't have anything and said that you often book your own hotels. Compliance needs to know where you stayed :/

Deb, the packet we submitted is attached - do you remember anything about this trip??

Thanks!

AMY (HALPIN) NICOL  
Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive| Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

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Sent: Monday, October 05, 2015 5:03 PM  
To: Halpin, Amy M.  
Cc: Bertani, Brad; Pantoni, Mark  
Subject: RE: Scanned from a Xerox multifunction device

Amy,

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Thanks and sorry for any confusion,  
Alex

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Sent: Thursday, October 01, 2015 2:57 PM  
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Cc: Bertani, Brad; Pantoni, Mark  
Subject: RE: Scanned from a Xerox multifunction device

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Cc: Bertani, Brad; Pantoni, Mark  
Subject: RE: Scanned from a Xerox multifunction device

Amy,

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Thanks,  
Alex

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Sent: Wednesday, September 30, 2015 11:15 AM  
To: Stowe, Alex D.  
Cc: Pantoni, Mark; Bertani, Brad  
Subject: FW: Scanned from a Xerox multifunction device

Zach hotel 5/20 - 21

AMY (HALPIN) NICOL  
Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive| Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: donotreply@osu.edu [<mailto:donotreply@osu.edu>]

Sent: Wednesday, September 30, 2015 11:11 AM

To: Halpin, Amy M.

Subject: Scanned from a Xerox multifunction device

Please open the attached document. It was scanned and sent to you using a Xerox multifunction device.

Attachment File Type: pdf, Multi-Page

multifunction device Location: machine location not set

Device Name: XRX0000AAD62139

For more information on Xerox products and solutions, please visit <http://www.xerox.com>

**From:** Stowe, Alex D.  
**Sent:** Monday, October 12, 2015 1:46 PM  
**To:** Halpin, Amy M.  
**Subject:** RE: Scanned from a Xerox multifunction device

Hey Amy,

That's unfortunately last year's packet I need the 2015 information. Is it possible he stayed at home and that's why there are no hotel receipts for May 20 & 21?

ALEX STOWE  
Compliance Coordinator | Ohio State Athletics  
Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

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-----Original Message-----

From: Halpin, Amy M.  
Sent: Monday, October 12, 2015 10:24 AM  
To: Stowe, Alex D.  
Subject: FW: Scanned from a Xerox multifunction device

Is this what you need for Zach Smith's recruiting packet?

AMY (HALPIN) NICOL  
Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: donotreply@osu.edu [<mailto:donotreply@osu.edu>]  
Sent: Monday, October 12, 2015 10:22 AM  
To: Halpin, Amy M.  
Subject: Scanned from a Xerox multifunction device

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Attachment File Type: pdf, Multi-Page

multifunction device Location: machine location not set  
Device Name: XRX0000AAD62139

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**From:** Dana Crawford  
**Sent:** Monday, October 12, 2015 1:08 PM  
**To:** Halpin, Amy M.  
**Subject:** Automatic reply: Zach Smith - Hotel 5/20-21 2015

If you need travel assistance after hours, weekdays 5pm to 830am, and 24 hours a day on weekends, please call 1-855-365-9185.

Also, feel free to email [danac@uniglobetd.com](mailto:danac@uniglobetd.com) for assistance. If you have not received a response promptly, then follow up with a phone call to 1-855-365-9185.

Thank you!

Dana

Uniglobe Travel Designers  
After Hours Travel Assistance



**From:** Stowe, Alex D.  
**Sent:** Monday, October 05, 2015 5:02 PM  
**To:** Halpin, Amy M.  
**Cc:** Bertani, Brad; Pantoni, Mark  
**Subject:** RE: Scanned from a Xerox multifunction device  
**Attachments:** Scanned from a Xerox Multifunction Device.pdf

Amy,

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Thanks and sorry for any confusion,  
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Cc: Bertani, Brad; Pantoni, Mark  
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Yes, I have the reimbursement packet that was submitted to Admin and Compliance and was reimbursed to Zach via BUCKS. I will scan it and send it Monday.

AMY (HALPIN) NICOL  
Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive |  
Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: Stowe, Alex D.  
Sent: Thursday, October 01, 2015 2:53 PM  
To: Halpin, Amy M.  
Cc: Bertani, Brad; Pantoni, Mark  
Subject: RE: Scanned from a Xerox multifunction device

Amy,

After looking at this receipt, it actually looks like this was part of Coach Smith's trip in 2014. Do you have the room receipts for 5/20-21 of this year? From JumpForward it looks like he was in Detroit/Indiana during this time.

Thanks,  
Alex

ALEX STOWE  
Compliance Coordinator | Ohio State Athletics Fawcett Center 9th Floor | 2400 Olentangy River Rd | Columbus, OH 43210

T 614.688.1163  
F 614.292.0199  
stowe.53@osu.edu  
OhioStateBuckeyes.com

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

This e-mail, which includes any files transmitted with it, contains confidential information from The Ohio State University Athletic Compliance Office, and is intended solely for the use of the individual or entity to whom it is addressed. If you are not the intended recipient or the person responsible for delivering this e-mail to the intended recipient, be advised that any use, dissemination, forwarding, printing, or copying of this e-mail is strictly prohibited. If you have received this e-mail in error, please notify the sender immediately by a "reply to sender only" message and destroy all electronic and hard copies of this e-mail and any attached files.

-----Original Message-----

From: Halpin, Amy M.  
Sent: Wednesday, September 30, 2015 11:15 AM  
To: Stowe, Alex D.  
Cc: Pantoni, Mark; Bertani, Brad  
Subject: FW: Scanned from a Xerox multifunction device

Zach hotel 5/20 - 21

AMY (HALPIN) NICOL  
Coordinator, Football Administration & Special Events | The Ohio State University Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620|(F) 614-688-5560

-----Original Message-----

From: donotreply@osu.edu [<mailto:donotreply@osu.edu>]  
Sent: Wednesday, September 30, 2015 11:11 AM  
To: Halpin, Amy M.  
Subject: Scanned from a Xerox multifunction device

Please open the attached document. It was scanned and sent to you using a Xerox multifunction device.

Attachment File Type: pdf, Multi-Page

multifunction device Location: machine location not set  
Device Name: XRX0000AAD62139

For more information on Xerox products and solutions, please visit <http://www.xerox.com>

**THE OHIO STATE UNIVERSITY  
DEPARTMENT OF ATHLETICS  
POST-TRIP INDIVIDUAL TRAVEL EXPENSE WORKSHEET**

T#:

Ar1502459

**Post-Trip Worksheet:** Complete this worksheet to organize post-trip receipts and communicate required information for approval.

Traveler: Zach Smith

**Phone: 22531**

Sport/Area: Football

Depart Date: 5/18/15

Return Date: ~~5/20/15~~

5/22/15

Depart Location: Columbus

Return Location: Columbus

**Depart Time:**Return Time: ~~9:51p~~

6.04 g.m

Destination 1: Ft Lauderdale

**Destination 2: Detroit**

### Destination 3:

**ITEMIZED EXPENSES** \*\*Please list each expense individually

Expense	Date	Vendor/Description	Amount	Payment Type
Airfare - Commercial	5/18/15	Southwest to FLL to MI	\$ 1,014.00	Direct Bill
Car/Van - Rental	5/19/15	National	✓ \$ 59.99	Reimbursement
Tolls	5/19/15	Toll	✓ \$ 2.00	Reimbursement
Lodging - Hotel	5/18-19	Renaissance FLL	✓ \$ 197.19	Reimbursement
Car/Van - Rental	5/20/15	National	✓ \$ 153.60	Reimbursement
Lodging - Hotel	5/19-20	Marriott	✓ \$ 204.06	Reimbursement
Car/Van - Fuel	5/21/15	Sunmart	✓ \$ 44.08	Reimbursement
Lodging - Hotel	5/22/15	Epicurean - Autograph	✓ \$ 131.48	Reimbursement
Car/Van - Fuel	5/22/15	Crown Gas	✓ \$ 18.91	Reimbursement
Parking	5/18-22	CMH	✓ \$ 50.00	Reimbursement

**Expenses Subtotal: \$ 1,875.31**

**Enter the Per Diem Rate you are claiming and this will show the max allowance per meal. The max rates are \$46 (Domestic) \$75 (International)**

**Clear Page**

**\$ 23.00**

DATE(S)	Breakfast	Lunch	Dinner	Daily Total
5/19/15	\$ 11.50	\$ 11.50	\$ 23.00	\$ 46.00
5/20/15	\$ 11.50	\$ 11.50	\$ 23.00	\$ 46.00
5/21/15	\$ 11.50	\$ 11.50	\$ 23.00	\$ 46.00
5/22/15	<del>\$ 11.50</del>	<del>\$ 11.50</del>	<del>\$ 23.00</del>	<del>\$ 46.00</del>
Total Per Diem:			\$ 184.00	

**CHARTFIELDS**

ORG	Fund	Account	Chartfield Total
54143-Football	163000-Operating	63412-Recruiting	
Comments/Clarifications:			\$ 999.31
			TOTAL REIMBURSEMENT
			TOTAL EXPENSES
			<del>\$ 1,045.31</del>
			\$ 2,059.31

**The Ohio Ethics Commission issued Advisory Opinion No.91-010 prohibiting the personal use of frequent flier credits and rental car, hotel, and credit card bonus credits that have been accrued through official state business. This opinion is applicable to all university employees. You can accrue bonus credits, but may not use the credits for personal gain.**

**I certify that the costs submitted for reimbursement are actual and reasonable, incurred for the stated purpose(s) in accordance with OSU, NCAA, BIG 10, and Athletics Department Policy.**

**I certify that the costs approved for reimbursement are actual and reasonable, incurred for the stated purpose(s) in accordance with OSU, NCAA, BIG 10, and Athletics Department Policy.**

Traveler Signature

Date \_\_\_\_\_

**Approver Signature**

**Date**

### EXCEPTION REQUEST

**Any exceptions to the University or Department travel policies must be detail and authorized by the Director of Athletics.  
An Exception to an OSU or Expenditure policy is requested for the following reason:**

- ☐ Reimbursement was not requested within 45 days of the trip
- ☐ A pre-trip travel form was not submitted and approved prior to departure
- ☐ Alcohol
- ☐ Other:

**Athletics Director Signature:** \_\_\_\_\_ **Date** \_\_\_\_\_

5/18-19

**RENAISSANCE FT. LAUDERDALE**

**GUEST FOLIO**

1012	SMITH/ZACHARY/EARLE	149.00	05/19/15	11:00	546
ROOM	NAME	RATE	DEPART	TIME	ACCT#
JK			05/18/15	00:17	
TYPE			ARRIVE	TIME	
92					
ROOM CLERK					
Room	ADDRESS	PAYMENT			MRW#:
Cost	Address	Payment			
DATE	REFERENCE	CHARGES	CREDITS	BALANCE DUE	

05/18	PARKING	VALET	30.00
05/18	PARK TAX	VALET	1.80
05/18	ROOM	1012, 1	149.00
05/18	ROOM TAX	1012, 1	8.94
05/18	OCC TAX	1012, 1	7.45
05/19	MC CARD		
			\$197.19

TO BE SETTLED TO:      MASTERCARD      CURRENT BALANCE .00

THANK YOU FOR CHOOSING RENAISSANCE! TO EXPEDITE YOUR CHECK-OUT, PLEASE CALL THE FRONT DESK, OR PRESS "MENU" ON YOUR TV REMOTE CONTROL TO ACCESS VIDEO CHECK-OUT.

AS REQUESTED, A FINAL COPY OF YOUR BILL WILL BE EMAILED TO:  
 SEE "INTERNET PRIVACY STATEMENT" ON MARRIOTT.COM

Your Rewards points/miles earned on your eligible earnings will be credited to your account. Check your Rewards Account Statement for updated activity.

**R**  
**RENAISSANCE**  
 HOTELS

**RENAISSANCE FT. LAUDERDALE**  
 1617 SE 17TH STREET  
 FT. LAUDERDALE, FL 33316  
 954-626-1700      FAX 954-626-1717

This statement is your only receipt. You have agreed to pay in cash or by approved personal check or to authorize us to charge your credit card for all amounts charged to you. The amount shown in the credits column opposite any credit card entry in the reference column above will be charged to the credit card number set forth above. (The credit card company will bill in the usual manner.) If for any reason the credit card company does not make payment on this account, you will owe us such amount. If you are direct billed, in the event payment is not made within 25 days after check-out, you will owe us interest from the check-out date on any unpaid amount at the rate of 1.5% per month (ANNUAL RATE 18%), or the maximum allowed by law, plus the reasonable cost of collection, including attorney fees.

renhotels.com

5/19-20



**331 SMITH/ZACHARY**      **179.00 05/20/15 09:39**      **8423**  
 Room      Name      Rate      Depart      Time      ACCT#  
**NSDB**      **05/19/15 01:09**  
 Type      Arrive      Time  
**152**      **PASSPORT:** [REDACTED]

MRW#: [REDACTED]

Room Clerk	Address	Payment
DATE	REFERENCE	CHARGES
05/19	ROOM TR	331, 1 179.00
05/19	ROOM TAX	331, 1 10.74
05/19	CITY TAX	331, 1 14.32
05/20	CCARD-MC	
PAYMENT RECEIVED BY MASTERCARD		204.06

.00

----- EXP. REPORT SUMMARY -----

05/19 ROOM&TAX 204.06

AS REQUESTED, A FINAL COPY OF YOUR BILL WILL BE EMAILED TO:

SEE "INTERNET PRIVACY STATEMENT" ON MARRIOTT.COM

**Your Rewards points/miles earned on your eligible earnings will be credited to your account. Check your Rewards Account Statement for update activity.**

This statement is your only receipt. You have agreed to pay in cash or by approved personal check or to authorize us to charge your credit card for all amounts charged to you. The amount shown in the credits column opposite any credit card entry in the reference column above will be charged to the credit card number set forth above. (The credit card company will bill in the usual manner.) If for any reason the credit card company does not make payment on this account, you will owe us such amount. If you are direct billed, in the event payment is not made within 25 days after checkout, you will owe us interest from the checkout date on any unpaid amount at the rate of 1.5% per month (ANNUAL RATE 18%), or the maximum allowed by law, plus the reasonable cost of collection, including attorney fees.

Signature X \_\_\_\_\_

To secure your next stay, go to [marriott.com](http://marriott.com)

5/22-23

## EPICUREAN

AUTOGRAPH COLLECTION<sup>SM</sup>  
HOTELS

Zachary Smith



Room Number: 0362  
Arrival Date: 05-22-15  
Departure Date: 05-23-15  
CRS Number: 91242035  
Rewards No:   
Page No: 1 of 1

## INFORMATION INVOICE

Folio No:

05-23-15

Date	Description	Charges	Credits
05-22-15	Room Rate	104.00	
05-22-15	Room Occupancy Tax 5%	5.20	
05-22-15	Room State Tax 7%	7.28	
05-22-15	Valet Parking	15.00	
05-23-15	Master Card		131.48
Total		131.48	131.48
Balance		0.00	

Your Marriott Rewards Points/Miles earned for this stay will be credited to your account and will appear on your next statement.





[Printable Version](#)

# UNIGLOBE

## Travel Designers

UNIGLOBE Travel Designers  
480 South Third Street  
First Floor  
Columbus OH 43215  
Phone: 614 237-4488  
Fax: 614 237-4516

[danac@uniglobetd.com](mailto:danac@uniglobetd.com)

<b>Passenger(s):</b>	<b>Smith/Zachary Earle</b> <b>Ref: MENS FOOTBALL</b>	<b>Booking Ref.:</b>	<b>55UV7V</b>
<b>Invoice No.:</b>	<b>365408</b>	<b>Agent:</b>	<b>Dana Crawford</b>
<b>Issue Date:</b>	<b>Monday, May 18, 2015</b>	<b>Customer:</b>	<b>6142920681</b>
<b>Billing:</b>	<b>OSU ATHLETIC DEPARTMENT</b> <b>OSU FOOTBALL</b> <b>WOODY HAYES ATHLETIC CENTER</b> <b>2491 OLENTANGY RIVER RD</b> <b>COLUMBUS OH 43210-1166</b>	<b>Deliver:</b>	<b>OSU ATHLETIC DEPARTMENT</b> <b>2400 OLENTANGY RIVER RD</b> <b>COLUMBUS OH 43210</b>

- To forward itinerary to Triplt, Worldmate, Trnpcase or Blackberry Travel: [Click Here](#)
- Add your itinerary to your calendar (ICS): [Click Here](#) (for use with PC and MAC and accessible via website and mobile device)
- Add your itinerary to your calendar (with Infuzer): [Click Here](#)
- If you would like to view your reservation online: [Click Here](#)

### AIR - Monday May 18 2015



Southwest Airlines Flight WN262 Business-Select Class

**Check In Confirmation:**  
**8OMNB9 (\*24 Hours Prior)**

<b>Depart:</b>	<b>6:00 PM, Monday, May 18</b> <b>Port Columbus Intl Airport</b> <b>Columbus, Ohio, USA</b>	<b>Arrive:</b>	<b>6:20 PM, Monday, May 18</b> <b>Nashville Intl. Airport</b> <b>Nashville, Tennessee, USA</b>
----------------	---	----------------	--

<b>Status:</b>	<b>Confirmed</b>	<b>Booking Code:</b>	<b>K</b>
<b>Equipment:</b>	<b>Boeing 737-300</b>	<b>Stops:</b>	<b>Non-stop</b>
<b>Duration:</b>	<b>1 hours 20 minutes</b>	<b>Seat:</b>	<b>Assigned at Check In</b>
<b>Meal:</b>	<b>None</b>		
<b>Remarks:</b>	<b>Southwest business select cf 8omnb9</b>		

[Weather](#) [Flight Status \(up to 3 days prior\)](#)

### AIR - Monday May 18 2015



Southwest Airlines Flight WN1649 Business-Select Class

**Check In Confirmation:**  
**8OMNB9 (\*24 Hours Prior)**

<b>Depart:</b>	<b>7:00 PM, Monday, May 18</b> <b>Nashville Intl. Airport</b> <b>Nashville, Tennessee, USA</b>	<b>Arrive:</b>	<b>10:10 PM, Monday, May 18</b> <b>Fort Lauderdale Intl. Arpt.</b> <b>Terminal 1</b> <b>Fort Lauderdale, Florida, USA</b>
----------------	--	----------------	--

<b>Status:</b>	<b>Confirmed</b>	<b>Booking Code:</b>	<b>K</b>
<b>Equipment:</b>	<b>Boeing 737-700 (winglets)</b>	<b>Stops:</b>	<b>Non-stop</b>
<b>Duration:</b>	<b>2 hours 10 minutes</b>	<b>Seat:</b>	<b>Assigned at Check In</b>
<b>Meal:</b>	<b>None</b>		
<b>Remarks:</b>	<b>Southwest business select cf 8omnb9</b>		



Weather Flight Status (Up to 3 days prior) Dining Reservations

**CAR - Monday May 18 2015**

**National Rent A Car**

**Check In Confirmation:**  
269268474EXSEL

**Pick Up:** 10:10 PM, Monday, May 18  
600 Terminal Dr Suite 202 Fort Laude, Phone: 954-359-2550 / 800-227  
7368  
**Drop Off:** 6:00 PM, Tuesday, May 19  
600 Terminal Dr Suite 202 Fort Laude, Phone: 954-359-2550 / 800-227  
7368

**Rate:** USD31.98 p/day unl. mileage **Approx. Total USD44.34**

**Car Type:** Full Size car automatic w/ ac **Status:** Confirmed  
**Renter ID:** 877867195 **Corporate ID:** XZ38Y09

Weather

**AIR - Tuesday May 19 2015**

**Southwest Airlines Flight WN762 Business-Select Class**

**Check In Confirmation:**  
80MNB9 (724 Hours Prior)

**Depart:** 7:05 PM, Tuesday, May 19  
Fort Lauderdale Intl. Arpt.  
Terminal 1  
Fort Lauderdale, Florida, USA  
**Arrive:** 9:00 PM, Tuesday, May 19  
Hartsfield-Jackson ATL Arpt.  
Terminal North  
Atlanta, Georgia, USA

**Status:** Confirmed **Booking Code:** K  
**Equipment:** Boeing 737-700 (winglets) **Stops:** Non-stop  
**Duration:** 1 hours 55 minutes **Seat:** Assigned at Check In  
**Meal:** None  
**Remarks:** Southwest business select of 80mnb9

Weather Flight Status (Up to 3 days prior) Dining Reservations

**AIR - Tuesday May 19 2015**

**Southwest Airlines Flight WN3850 Business-Select Class**

**Check In Confirmation:**  
80MNB9 (724 Hours Prior)

**Depart:** 10:15 PM, Tuesday, May 19  
Hartsfield-Jackson ATL Arpt.  
Terminal North  
Atlanta, Georgia, USA  
**Arrive:** 12:15 AM, Wednesday, May 20  
Wayne County Airport-Terminal North  
Detroit, Michigan, USA

**Status:** Confirmed **Booking Code:** K  
**Equipment:** Boeing 737-700 (winglets) **Stops:** Non-stop  
**Duration:** 2 hours 0 minutes **Seat:** Assigned at Check In  
**Meal:** None  
**Remarks:** Southwest business select of 80mnb9

Weather Flight Status (Up to 3 days prior)

**Invoice Details**

Transaction / Document	Base	Tax	Total
Nonrefundable Service Fee / 890 0658120324	25.00		25.00
Form of Payment: [REDACTED]			
Southwest Fare	886.33	102.67	989.00
Form of Payment: Billed To [REDACTED]			
<b>Totals:</b>			<b>USD 1014.00</b>

5-19  
 FT. LAUD-HLWD  
 INT'L AIRPORT  
 954-359-0200  
 EXIT H120  
 PRO NO. 3522  
 ET: 051915 10:07  
 EX: 051915 10:39  
 AMOUNT: \$ 2.00  
 TAX INCLUDED  
 MC

XXXX 101  
 AUTH. CODE 073272  
 ENTRY 8  
 RATE  
 RC9  
 VAL \$ 0.00  
 THANK YOU

5/22  
 Emerald Card Customers  
 Go for the Gold and  
 Double Your Rewards!  
 See Cashier For  
 Details!

2/2015 969778525  
 59:23 AM

TYPE # 6  
 REGULAR 5.755G  
 PRICE/GAL \$2.799

FUEL TOTAL \$ 18.91

Total = \$ 18.91

CHEIT \$ 18.91

EMERALD

Card #: 843802  
 Card: 00877011  
 Code: 002  
 ID: 0020E  
 ID: 05491309811  
 ID: 8873365  
 Earn rebates  
 with BP Visa  
 See application  
 and Apply Today

Monster 16oz 2/\$3  
 Red Bull 8.4oz 2/\$4

5/20  


RA 629003162 B11 0  
 Rental 20-MAY-2015 12:59 AM  
 DETROIT METRO ARPT  
 Return 22-MAY-2015 06:04 AM  
 PORT COLUMBUS INTL ARPT

ZACHARY SMITH  
 Vehicle # F8243920  
 Model CANARD  
 Class Driven SSAR Class Charged ICAR  
 License# V365382 State/Province IL  
 M/Kms Driven 564  
 M/Kms Out 2783  
 M/Kms In 3357

OHIO STATE UNIVERSITY--IUCPG  

Charges	No Unit	Price	Amount
CDW/LDW	3 Days		0.00
T & M	3 Days	41.96	125.88*
UNL IM M/KM	0 M/Kms		0.00*
ARPT COST RECOVERY FEE			14.21*
VEH LIC RECOV FEE			1.98*
WAYNE COUNTY STADIUM TX			2.84*
SALES TAX 05.000 %			8.69

Total Charges USD 153.60

Deposit

Amount Due USD 153.60

\* Taxable Items  
 Subject to Audit  
 Your Emerald Club Number is [REDACTED]  
 Emerald Club rental credits will be  
 posted within 24 hours  
 We hope you enjoyed driving your  
 upgraded Emerald Club vehicle.  
 Customer Service Number 1-800-468-3334

441 5/18-23

5-19



COLUMBUS INTERNATIONAL AIRPORT  
COLUMBUS PARKING  
BUS OHIO  
# 73738  
04/15 09:51 L#11 A# 1 Txn#13548  
/15 16:52 In 05/23/15 09:51 Out  
J41894  
age new \$ 90.00  
al Fee \$ 90.00  
BOARD \$ 90.00  
val No :854419  
ence No.:10000065  
e Due \$ 0.00  
OK YOU FOR PARKING WITH US  
E UP FOR SAFETY

RA 928979626 Bill 0  
Rental 19-MAY-2015 12:07 AM  
FT. LAUDERDALE INTL APT  
Return 19-MAY-2015 06:02 PM  
FT. LAUDERDALE INTL APT

ZACHARY SMITH  
Vehicle # F9163603  
Model CAMARO  
Class Driven STAR Class Charged ICAR  
License# DFJ839 State/Province FL  
M/Kms Driven 49  
M/Kms Out 10651  
M/Kms In 10600

OHIO STATE UNIVERSITY-FUROP  
Billing Ref 018039K  
Charges No Unit Price Amount  
CON/LDN 1 Days 0.00  
REFUELING 6 Gals 4.04 20.16  
T & M 1 Days 31.06 31.96\*  
UNLIM W/ON 0 M/Kms 0.00\*  
RNTL CAR FACILITY CHRG 3.96\*  
EXEMPT FLORIDA SURCHARGE 0.00\*  
EXEMPT TIRE/BATTERY SCHG 0.00\*  
CONCESSION RECOUP FEE 3.26\*  
VEHICLE LICENSE FEE 0.64\*

Total Charges USD 69.99

Deposit

Amount Due USD 69.99

\* Taxable Items  
Subject to Audit  
Your Emerald Club Number is  
Emerald Club rental credits will be  
posted within 24 hours  
We hope you enjoyed driving your  
upgraded Emerald Club vehicle.  
Customer Service Number 1-800-460-3334

5/21

WELCOME TO  
SUNMART

1018650282-001  
SUNOCO 0432810000  
12244 MACKENZIE DR  
NEW HAVEN IN 4677

DATE 05/21/15  
TIME 11:22 AM  
AUTH# B01868

MASTERCARD  
SMITH/ZACHARY E

PUMP PRODUCT PPG  
85 REGU \$2.899

GALLONS TOTAL  
16.959 \$44.08

THANK YOU  
HAVE A NICE DAY



**From:** Smith, Eugene  
**Sent:** Wednesday, September 30, 2015 1:53 PM  
**To:** Oman, Janine  
**Subject:** FW:

---

**From:** Smith, Zachary  
**Sent:** Wednesday, September 30, 2015 11:33 AM  
**To:** Smith, Eugene  
**Cc:** Jarmond, Martin  
**Subject:** RE:

I apologize I didn't reply to this, I thought I sent the response. I read the document back on the day you sent it, I appreciate it and am sorry I mismanaged my reply!

Thanks & Go Bucks!

Zach Smith

---

**From:** Smith, Eugene  
**Sent:** Monday, August 31, 2015 5:31 PM  
**To:** Beals, Gregory; Bluem, John; Carlston, Geoffrey; Dennis, Karen; Dorenkott, William; Fagan, Carey; Hanson, Peter; Hession, Therese; Knisley, Donna; Matta, Thad; McGuff, Kevin P.; Meyer, Urban F.; Moseley, James B.; Myers, Nicholas; Nazlymov, Vladimir; Potter, Jennifer L.; Rohlik, Steve; Ryan, Thomas; Schaub, Melissa A.; Schoenly, Kelly K.; Sharipov, Rustam; Sochor, Justin; Tanoue, Ryan T.; Teitelbaum, Andrew; Tucker, Ty; Vargo Brown, Holly; Venechanos, Alexis; Wadley, Billy; Walker, Lori; Wilkinson, Anne; Alford, Anthony J.; Allen, Brice K.; Ash, Chris A.; Avery, Todd; Beck, Timothy G.; Bergey, Mark; Boals, Jeff; Brown, Joel; Buchholz, Amanda M.; Burch, Kevin; Byers, Jillian A.; Cheek, Joy K.; Cohen, Adam V.; Coombs, Kerry S.; Davis, Madeline; Dickerson, Dave; Duggan, Carson D.; Egelhoff, David; Embaugh, Timothy; Everhart, Blair; Exter, Joseph S.; Fernandez, Suzanna P.; Fickell, Luke; Flohre, Nickolas H.; Gauthier, Bob; Gordona, Ian C.; Hall, Jenna L.; Halverson, Susan; Hinton, Timmy; Holick, Chris; Homeyer, Kyle E.; Howe, Beth; Jaggars, Jeffrey; Jefferson, Stanley; Johnson, Larry A.; Jones, Taylor; Joseph, Rosalind; Kaestner, Christie K.; Klein, Patrick; Klingsporn, Nicole M.; Koesterer, Jamison L.; Kronauge, Justin; Lebel, Layne P.; Lipton, Kate; Lucchetti, Marcos; Maloney, Luke W.; Marotti, Michael A.; McLain, Christopher T.; Mitchell, Mark S.; Monahan, Randy S.; Muffet Duncan, Ashley; Okruch, Vincent A.; Olson, Joey; Pantoni, Mark; Pardi Perera, Homero; Paulus, Gregory R.; Picazo, Alex; Rollins, Dave; Ross, Brad; Rosselli, Lewis; Smerdin, Aleksandr; Smith, Bradley; Smith, Carrie; Smith, Megan G.; Smith, Zachary; Sourimto, Aliaksandr A.; Speth, Frank; St. John, Siobhan; Stafford, Michael; Strom, Lisa M.; Suarez-Ayme, Casimiro S.; Thatcher, Ross; Vergote, Sara; Voltolini, Brian; Warinner, Edmond P.; Wolfrum, Jordan C.  
**Cc:** Willis, Miechelle; Jarmond, Martin; Oman, Janine; Shelton, TJ; Richard, Shaun; Archie, Douglas; Garrity-Rokous, Gates; Halpin, Amy M.  
**Subject:**

The 2014-15 season was truly enjoyable. Thank you for our leadership. Please read the attached document.

Please respond to me verifying you read this document by September 4<sup>th</sup>, thanks gene

**From:** McIntyre, Madeline J.  
**Sent:** Tuesday, September 29, 2015 10:51 AM  
**To:** Smith, Eugene  
**Cc:** Oman, Janine  
**Subject:** Re: Response needed

Got it. We are only missing Anna Goodale (rowing), Jimmy Cordel, Brian Mason, Matt Merritt, Zach Smith, (football), the whole cheer/spirit squad, and Mike Stafford (baseball).

**MADELINE MCINTYRE**

Development Intern | Ohio State Athletics

On Sep 29, 2015, at 11:45 AM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

Pat Klein, Joy Cheek, Thad Matta and Mark Strobel responded

Sent from my iPhone

On Sep 29, 2015, at 11:14 AM, McIntyre, Madeline J. <[mcintyre.153@buckeyemail.osu.edu](mailto:mcintyre.153@buckeyemail.osu.edu)> wrote:

Updated!

<CoachesTrainingRosterGene.xlsx>

**MADELINE MCINTYRE**

Development Intern | Ohio State Athletics

On Sep 28, 2015, at 12:49 PM, Smith, Eugene <[smith.5407@osu.edu](mailto:smith.5407@osu.edu)> wrote:

thx

---

**From:** Oman, Janine  
**Sent:** Monday, September 28, 2015 12:50 PM  
**To:** Smith, Eugene  
**Cc:** McIntyre, Madeline J.  
**Subject:** FW: Response needed

Gene-  
Here is [REDACTED] response. Rowing.

Maddy can you update list?  
Thanks!  
Janine

---

**From:** [REDACTED]  
**Sent:** Sunday, September 27, 2015 5:41 PM  
**To:** Oman, Janine;  
**Subject:** Re: Response needed

Gene and Janine,

Thank you for forwarding the attachment.

It is an honor and a privilege to be here. I am looking forward to the challenges as well as the growth that I will experience over the next two years.

Thank you for all of the opportunities you provide to Buckeyes like me.

Best,



| Ohio State Athletics

215E St John Arena | 410 Woody Hayes Dr. | Columbus, OH 43210



[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

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**From:** Oman, Janine <[oman.7@osu.edu](mailto:oman.7@osu.edu)>  
**Sent:** Friday, September 25, 2015 8:56 AM  
**To:** Goodale, Anna; [REDACTED]  
**Subject:** FW: Response needed

Anna [REDACTED]

I am following up on this email to see if you were able to read and respond to Gene. I am not sure if you received the first time.

If you could cc me when you respond that would be great.

Thanks!

Janine

---

**From:** Smith, Eugene  
**Sent:** Monday, August 31, 2015 5:31 PM  
**To:** Beals, Gregory; Bluem, John; Carlston, Geoffrey; Dennis, Karen; Dorenkott, William; Fagan, Carey; Hanson, Peter; Hession, Therese; Knisley, Donna; Matta, Thad; McGuff, Kevin P.; Meyer, Urban F.; Moseley, James B.; Myers, Nicholas; Nazlymov, Vladimir; Potter, Jennifer L.; Rohlik, Steve; Ryan, Thomas; Schaub, Melissa A.; Schoenly, Kelly K.; Sharipov, Rustam; Sochor, Justin; Tanoue, Ryan T.; Teitelbaum, Andrew; Tucker, Ty; Vargo Brown, Holly; Venechanos, Alexis; Wadley, Billy; Walker, Lori; Wilkinson, Anne; Alford, Anthony J.; Allen, Brice K.; Ash, Chris A.; Avery, Todd; Beck, Timothy G.; Bergey, Mark; Boals, Jeff; Brown, Joel; Buchholz, Amanda M.; Burch, Kevin; Byers, Jillian A.; Cheek, Joy K.; Cohen, Adam V.; Coombs, Kerry S.; Davis, Madeline; Dickerson, Dave; Duggan, Carson D.; Egelhoff, David; Embaugh, Timothy; Everhart, Blair; Exter, Joseph S.; Fernandez, Suzanna P.; Fickell, Luke; Flohre, Nickolas H.; Gauthier, Bob; Gordona, Ian C.; Hall, Jenna L.; Halverson, Susan; Hinton, Timmy; Holick, Chris; Homeyer, Kyle E.; Howe, Beth; Jagggers, Jeffrey; Jefferson, Stanley; Johnson, Larry A.; Jones, Taylor; Joseph, Rosalind; Kaestner, Christie K.; Klein, Patrick; Klingsporn, Nicole M.; Koesterer, Jamison L.; Kronauge, Justin; Lebel, Layne P.; Lipton, Kate; Lucchetti, Marcos; Maloney, Luke W.; Marotti, Michael A.; McLain, Christopher T.; Mitchell, Mark S.; Monahan, Randy S.; Muffet Duncan, Ashley; Okruch, Vincent A.; Olson, Joey; Pantoni, Mark; Pardi Perera, Homero; Paulus, Gregory R.; Picazo, Alex; Rollins, Dave; Ross, Brad; Rosselli, Lewis; Smerdin, Aleksandr; Smith, Bradley; Smith, Carrie; Smith, Megan G.; Smith, Zachary; Sourimto, Aliaksandr A.; Speth, Frank; St. John, Siobhan; Stafford, Michael; Strom, Lisa M.; Suarez-Ayme, Casimiro S.; Thatcher, Ross; Vergote, Sara; Voltolini, Brian; Warinner, Edmond P.; Wolfrum, Jordan C.

**Cc:** Willis, Michelle; Jarmond, Martin; Oman, Janine; Shelton, TJ; Richard, Shaun; Archie, Douglas; Garrity-Rokous, Gates; Halpin, Amy M.

**Subject:**

The 2014-15 season was truly enjoyable. Thank you for our leadership. Please read the attached document.

Please respond to me verifying you read this document by September 4<sup>th</sup>, thanks gene



**From:** McIntyre, Madeline J.  
**Sent:** Tuesday, September 29, 2015 10:14 AM  
**To:** Smith, Eugene  
**Cc:** Oman, Janine  
**Subject:** Re: Response needed  
**Attachments:** CoachesTrainingRosterGene.xlsx, ATT00001.htm

Updated!

	A	B	C
1	<b>Baseball</b>		<b>Ethics Letter</b>
2	Greg Beals	Head Coach	Yes
3	Chris Holick	Assistant Coach	Yes
4	Mike Stafford	Assistant Coach	
5	<b>Men's Basketball</b>		
6	Jeff Boals	Assistant Coach	Yes
7	Dave Dickerson	Associate Head Coach	Yes
8	Thad Matta	Head Coach	
9	David Egelhoff	Director of Operations	Yes
10	Greg Paulus	Assistant Coach	Yes
11	<b>Women's Basketball</b>		
12	Joy Cheek	Assistant Coach	
13	Patrick Klein	Assistant Coach	
14	Kevin McGuff	Head Coach	Yes
15	Mark Mitchell	Assistant Coach	Yes
16	Myia McCurdy	Video Coordinator	Yes
17	Beth Howe	Dir-Operations	Yes
18	<b>Cheerleading/Spirit Squad</b>		
19	Ben Schreiber	Head Coach	
20	Melissa McGhee	Dance Team Coach	
21	Ray Sharp	Assistant Coach	
22	Siobhan St. John	Assistant Coach	
23	<b>Diving</b>		
24	Justin Sochor	Head Coach	Yes
25	<b>Fencing</b>		
26	Aliaksandr Sourimto	Assistant Coach	Yes
27	Marcos Lucchetti	Asst Coach	Yes
28	Vladimir Nazlymov	Head Coach	Yes
29	Aleksandr Smerdin	Assistant Coach	Yes
30	<b>Field Hockey</b>		
31	Homero Pardi	Assistant Coach	Yes
32	Kate Lipton	Assistant Coach	Yes
33	Anne Wilkinson	Head Coach	Yes
34	<b>Football</b>		
35	Anthony Alford	Asst Coach-RB	Yes
36	Chris Ash	Assistant Coach/ Co-DC	Yes

	A	B	C
37	Timothy Beck	Asst Coach-QB	Yes
38	Kerry Coombs	Assistant Coach-CBs/Coordinator, Special Teams	Yes
39			
40	Luke Fickell	Assistant Coach/ Co-DC. LBs	Yes
41	Tim Hinton	Assistant Coach/Tes & Recruiting Coordinator	Yes
42	Larry Johnson	Assistant Head Coach	Yes
43			
44			
45	Urban Meyer	Head Coach	Yes
46	Zach Smith	Assistant Coach/ Special Teams & WRs	
47	Ed Warinner	Assistant Coach/ Co-OC & OL	Yes
48	Brian Voltolini	Dir Operations	Yes
49	Mark Pantoni	Dir Player Personnel	Yes
50	Greg Gillum	Dir HS Relations	Yes
51	Vince Okruch	Special Teams/Defense Quality Control	Yes
52	Mickey Marotti	Asst AD Sport Performance	Yes
53	<b>Men's Golf</b>		
54	Jay Moseley	Head Coach	Yes
55	Brad Smith	Asst Coach	Yes
56	<b>Women's Golf</b>		
57	Therese Hession	Head Coach	Yes
58	Lisa Strom	Assistant Coach	Yes
59	<b>Men's Gymnastics</b>		
60	Bob Gauthier	Assistant Coach	Yes
61	Rustam Sharipov	Head Coach	Yes
62	Casimiro Suarez	Assistant Coach	Yes
63	<b>Women's Gymnastics</b>		
64	Carey Fagan	Head Coach	Yes
65	Taylor Jones	Assistant Coach	Yes
66	Randy Monahan	Asst Coach	Yes
67	<b>Men's Ice Hockey</b>		
68	Joe Exter	Assistant Coach	Yes
69	Mark Strobel	Associate Head Coach	
70	Layne Lebel	Director of Operations	Yes
71	Steve Rohlik	Head Coach	Yes
72	<b>Women's Ice Hockey</b>		

	A	B	C
73	Carson Duggan	Assistant Coach	Yes
74	Jenny Potter	Head Coach	Yes
75	Joey Olson	Assistant Coach	Yes
76	Kyle Homeyer	Dir-Operations	Yes
77	<b>Men's Lacrosse</b>		
78	Jamison Koesterer	Assistant Coach	Yes
79	Nick Myers	Head Coach	Yes
80	Brad Ross	Associate Head Coach	Yes
81	Mark Bergey	Dir-Operations	Yes
82	<b>Women's Lacrosse</b>		
83	Jillian Byers	Assistant Coach	Yes
84	Christie Kaestner	Assistant Coach	Yes
85	Alexis Venechanos	Head Coach	Yes
86	<b>Pistol</b>		
87	Donna Knisley	Head Coach	Yes
88	<b>Rifle</b>		
89	Ryan Tanoue	Head Coach	Yes
90	<b>Rowing</b>		
91	Maddie Davis	Assistant Coach	Yes
92			
93	Anna Goodale	Assistant Coach	
94	Andy Teitelbaum	Head Coach	Yes
95	<b>Men's Soccer</b>		
96	John Bleum	Head Coach	Yes
97	Ian Gordona	Assistant Coach	Yes
98	Damien Jepson	Director of Operations	Yes
99	Frank Speth	Associate Head Coach	Yes
100	<b>Women's Soccer</b>		
101	Nick Flohre	Associate Head Coach	Yes
102	Chris McClain	Assistant Coach	Yes
103	Duncan Johnston	Director of Operations	Yes
104	Lori Walker	Head Coach	Yes
105	<b>Softball</b>		
106	Amanda Buchholz	Assistant Coach	Yes
107	Jenna Hall	Assistant Coach	Yes
108	Megan Smith	Director of Operations	Yes

	A	B	C
109	Kelly Kovach Schoenly	Head Coach	Yes
110	<b>Men's Swimming</b>		
111	Dave Rollins	Assistant Coach	Yes
112	Bill Wadley	Head Coach	Yes
113	<b>Women's Swimming</b>		
114	Bill Dorenkott	Head Coach	Yes
115	Jordan Wolfrum	Assistant Head Coach	Yes
116	<b>Synchronized Swimming</b>		
117	Suzanna Fernandez	Assistant Coach	Yes
118	Holly Vargo-Brown	Head Coach	Yes
119	<b>Men's Tennis</b>		
120	Justin Kronauge	Associate Head Coach	Yes
121	Ty Tucker	Director, Tennis/ Head Coach	Yes
122	<b>Women's Tennis</b>		
123	Adam Cohen	Asst Coach	Yes
124	Carrie Smith	Director of Operations	Yes
125	Melissa Schaub	Head Coach	Yes
126	<b>Track &amp; Field/ Cross Country</b>		
127	Brice Allen	Associate Head Coach (Men's)	Yes
128	Joel Brown	Assistant Coach (Men's)	Yes
129	Karen Dennis	Head Coach	Yes
130	Ashley Muffet Duncan	Assistant Coach	Yes
131	Rosalind Joseph	Associate Head Coach (Women's)	Yes
132	Sara Vergote	Assistant Coach (Women's)	Yes
133	<b>Men's Volleyball</b>		
134	Kevin Burch	Assistant Coach	Yes
135	Tim Embaugh	Assistant Coach	Yes
136	Pete Hanson	Head Coach	Yes
137	<b>Women's Volleyball</b>		
138	Susan Halverson	Assistant Coach	Yes
139	Geoff Carlston	Head Coach	Yes
140	Nikki Klingsporn	Assistant Coach	Yes
141	Luke Maloney	Dir-Operations	Yes
142	<b>Wrestling</b>		
143	J. Jagers	Assistant Coach	Yes
144	Lou Rosselli	Assistant Coach	Yes

	A	B	C
145	Ross Thatcher		Yes
146	Tom Ryan	Head Coach	Yes
147	<b>Totals</b>		<b>100</b>

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1	<b>Baseball</b>		<b>Ethics Letter</b>
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141	Luke Maloney	Dir-Operations	Yes
142	<b>Wrestling</b>		
143	J. Jagers	Assistant Coach	Yes
144	Lou Rosselli	Assistant Coach	Yes

	A	B	C
145	Ross Thatcher		Yes
146	Tom Ryan	Head Coach	Yes
147	<b>Totals</b>		<b>100</b>

	A	B	C	D	E
1		Dinner			
2	1	Shelley Meyer		Urban Meyer	1
3	2	Sherry Davis		Billy Davis	2
4	3	Trina Alford		Tony Alford	3
5	4	Chris Johnson		Larry Johnson	4
6	5	Susie Marotti		Mick Marotti	5
7	6	Bev Hinton		Tim Hinton	6
8	7	Angela Wilson		Kevin Wilson	7
9	8	Christy Day		Ryan Day	8
10	9	Rebecca		Alex Grinch	9
11	10	Cincy Studrawa		Greg Studrawa	10
12	11	Christy Schiano		Greg Schiano	11
13	12	Sharday		Taver Johnson	12
14				Zach Smith	13
15	13	Courtney Castle		Louie Addazio	14
16					
17					
18				Peter Badovinac	17
19	14	Liz Thurin		Matt Thurin	18
20	15	Fiance?		Parker Fleming	19
21	16	Kara Hartline		Brian Hartline	20
22				Bob Fraser	21
23	17	Nicki Dennis		Corey Dennis	22
24	18	Lindsey Voltolini		Brian Voltolini	23
25	19	Kristin Pantoni		Mark Pantoni	24
26	20	Wife		Tony Tucker	25
27	21	Trudi		Hiram DeFries	26
28				Quinn Tempel	27
29				Ryan Stamper	28
30	22	Katie Plageman ??			
31	23	Tori Magers			
32	24	Amy Nicol			
33		Rory?			
34				<u>Retreat/ No Dinner</u>	
35				Zach Swartz?	29
36				Trey Holtz	30

	A	B	C	D	E
37				Kaleb Borghardt	31
38				Joe Stanek	32
39				Eric Muscuda	33
40			Fiance?	Nick Sharp	34
41				Ryan Conry	35
42				V'Angelo	36
43				Skyler Mornhinweg	37
44		Dinner -52/55			

**From:** Voltolini, Brian  
**Sent:** Tuesday, July 24, 2018 10:55 AM  
**To:** Sheldon, Gary  
**Cc:** Doersam, Lisa; Sow, Ndiouga; Stanek, Joe  
**Subject:** Re: iPad for Z Smith

I can get one.

Sent from my iPhone

On Jul 24, 2018, at 11:50 AM, Sheldon, Gary <[sheldon.21@osu.edu](mailto:sheldon.21@osu.edu)> wrote:

Got a call from football about Zach Smith's iPad. They want to allow him to purchase it. Came up with the Fair Market Value based on the average of a couple of websites and how much you can buy a used one for in good condition

iPad \$590  
keyboard \$165  
Pencil \$85

Total \$730

Lisa/ Juga -- Can you create an invoice?

Joe/Volt – when Business office creates the invoice, do you have address or email to send it to?

-Gary

**GARY SHELTON**

Helpdesk Manager | Ohio State Athletics

Fawcett Center 4th floor | 2400 Olentangy River Rd. | Columbus, OH 43210

T 614.292.3472

[sheldon.21@osu.edu](mailto:sheldon.21@osu.edu)

[OhioStateBuckeyes.com](http://OhioStateBuckeyes.com)

THE PEOPLE. THE TRADITION. THE EXCELLENCE.

**From:** Voltolini, Brian  
**Sent:** Wednesday, June 13, 2018 6:17 AM  
**To:** Smith, Zachary  
**Subject:** contract  
**Attachments:** Smith, Zach 2018-2019.pdf

Need you to sign this please

**ASSISTANT FOOTBALL COACH EMPLOYMENT AGREEMENT**  
(one-year term: 2018 - 2019)

The Ohio State University ("Ohio State") and Zachary Smith ("Coach") agree as follows:

**1.0    Employment**

1.1    Subject to the terms and conditions of this Assistant Football Coach Employment Agreement (the "Agreement"), Ohio State shall employ Coach as an assistant coach of its football team (the "Team"). Coach represents and warrants that Coach is fully qualified to serve, and is available for employment, in this capacity.

1.2    Coach shall serve at the pleasure of Ohio State's Head Football Coach ("Head Coach"), be responsible, and report directly, to the Head Coach and confer with the Head Coach or his designee on all administrative matters.

1.3    The parties recognize that Ohio State's Director of Athletics (the "Director") is responsible to Ohio State's President for the operation, review and periodic evaluation of the entire athletic program at Ohio State, including the football program. Coach recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control over every aspect of such program. Coach agrees to recognize and respect those relationships and the organizational structure of Ohio State. Within that structure, the Director and Coach shall mutually cooperate to implement the purposes of this Agreement, and Coach shall support and comply with the Director's efforts and instructions regarding any such review of the athletic program.

1.4    Coach shall assist in the coaching, management and supervision of the Team and shall perform such other duties in Ohio State's athletic program, as the Head Coach or the Director may assign.

1.5    Coach agrees to represent Ohio State positively in public and private forums and shall not engage in conduct or act in such a manner that reflects adversely on Ohio State or its athletic programs. Coach shall perform Coach's duties and personally comport himself at all times in a manner consistent with good sportsmanship and with the high moral, ethical and academic standards of Ohio State and its Department of Athletics (the "Department").

**2.0    Term**

2.1    This Agreement is for a fixed-term appointment commencing on February 1, 2018 and terminating, without further notice to Coach, on January 31, 2019.

2.2    This Agreement is renewable solely upon an offer from Ohio State and an acceptance by Coach, both of which must be in writing and signed by the parties.

2.3    This Agreement in no way grants Coach a claim to tenure in employment, nor shall Coach's service pursuant to this Agreement count in any way toward tenure at Ohio State.

**3.0    Compensation**

3.1    During the term of this Agreement:



(a) Ohio State shall pay Coach an annual base salary of \$340,000 ("Base Salary"), which shall be subject to all applicable withholdings and payable in accordance with Ohio State's normal payroll practices;

(b) Coach shall be entitled to participate in all employee retirement and welfare benefit plans and programs made available to Ohio State's senior administrative and professional employees as a group, as such plans and programs may be in effect from time to time and subject to Coach satisfying any eligibility requirements of such plans and programs. Notwithstanding the foregoing, nothing in this Agreement shall prevent Ohio State from amending or terminating any retirement, welfare or any other employee benefit plans, programs or policies from time to time as Ohio State deems appropriate in its sole discretion;

(c) If the Team is awarded the title of Big Ten<sup>1</sup> (or applicable equivalent) Conference Champions or Co-Champions, Ohio State shall pay Coach supplemental compensation in an amount equal to 8.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the Team's last regular or post-season competition, whichever is later;

(d) If the Team wins the Big Ten Conference championship game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the conference championship game;

(e) If the Team participates in a post-season, College Football Playoff ("CFP") bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 17% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;

(f) If the Team has nine (9) wins in a given season and participates in a post-season, non-CFP bowl game, Ohio State shall pay Coach supplemental compensation in an amount equal to 4.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within sixty (60) days of the conclusion of the bowl game;

(g) If the Team participates in the semi-finals (but not the finals) of the College Football Playoffs, Ohio State shall pay Coach supplemental compensation in an amount equal to 21.25% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the semi-final CFP game;

(h) If the Team wins its semi-final CFP game, and participates in the finals of the College Football Playoffs, Coach is not entitled to receive the supplemental compensation set forth in Section 3.1(g) above. Instead, Ohio State shall pay Coach supplemental compensation in an amount equal to 25.5% of Coach's Base Salary at Coach's then-current rate. Ohio State shall pay Coach any such supplemental compensation within 60 days of the conclusion of the final CFP game; and

Any payments made under this Section 3.1 shall be subject to all applicable withholdings.

---

<sup>1</sup> "Big Ten" or "Big Ten Conference" shall mean the Big Ten Conference, its successor or any other athletic conference of which the University may be a member.

3.2 Coach agrees that Ohio State has the exclusive right to operate youth football camps on its campus using Ohio State facilities. Coach thereby agrees to assist in the marketing, supervision, instruction and/or general administration of Ohio State's football camps. Coach also agrees that Coach will perform all obligations mutually agreed to by the parties. Coach may receive a bonus in an amount determined by Ohio State after Ohio State determines the revenues and expenses from such camps. Camp bonuses shall be paid after the appropriate camp documentation and payment requests have been received by Ohio State, and after the payment of the then-current Administrative and Facilities Charge to Ohio State and after determination and approval of such camp income supplemental payments by the Director or his designee. Unless otherwise specifically required by law, any such payment shall not be taken into account in any retirement or other benefit program for which Coach may be eligible.

Any payments made under this Section 3.2 shall be subject to all applicable withholdings.

3.3 All salary or compensation provided to Coach for the performance of coaching duties shall be paid only by Ohio State. To that end, Coach will not solicit or accept gifts of cash or of substantial value or accept hospitality, from any person, including without limitation, a person who is a "representative of the athletic interests" of Ohio State as that term is defined in Governing Athletic Rules<sup>2</sup>.

3.4 As additional compensation, Coach shall receive a stipend of six hundred dollars (\$600.00) per month, less applicable withholdings, to be applied toward one (1) automobile. Liability, collision and comprehensive insurance and all additional operational expenses associated with said automobile shall be procured and borne by Coach.

3.5 As additional compensation, Ohio State will annually, without charge, provide to Coach six (6) tickets in Ohio Stadium to each home football game. Coach shall also receive, without charge, two (2) tickets to each home men's basketball game. Coach may receive (or may have the right to purchase) additional tickets to home and away football games if offered by Ohio State, at the discretion of the Director or his designee. Coach shall comply with all University Rules<sup>3</sup> applicable to such tickets, including, but not limited to, the prohibition against re-selling tickets.

3.6 All fringe benefits received by Coach will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other taxes.

Any payments made under this Section 3.0 shall be subject to all applicable withholdings.

#### **4.0 Coach's Specific Duties and Responsibilities**

4.1 In consideration of the compensation specified in this Agreement, Coach shall:

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<sup>2</sup> "Governing Athletic Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the Big Ten Conference or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of Ohio State. Governing Athletic Rules also shall include any acts of Congress or the State of Ohio regulating college athletics, officials, athletes, and competition.

<sup>3</sup> "University Rules" shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The Ohio State University, including, without limitation, its President and Athletic Director, or by the Board of Trustees of The Ohio State University.

(a) Devote Coach's full time and best efforts to the performance of Coach's duties as directed by the Head Coach under this Agreement, including all duties that the Head Coach or the Director may assign as provided in Section 1.4 hereof, and including all duties as set forth in Coach's then-current job description on file with the Department;

(b) Assist in the development and implementation of programs and procedures with respect to the evaluation, recruitment, training, and coaching of Team members to compete successfully while assuring their welfare; Coach is expected to devote at least fifty-one percent (51%) of his time during the term of this Agreement to coaching (and preparing to coach) the Team;

(c) Observe and uphold all academic standards, requirements and policies of Ohio State and encourage Team members to perform to their highest academic potential. Coach recognizes that the primary mission of Ohio State is to serve as an institution of higher learning and shall fully cooperate with the Department's Office of Student Athlete Support Services and all academic counselors or similar persons designated by Ohio State to assist student-athletes and shall use Coach's personal best efforts to encourage and promote those efforts. In that respect, Coach recognizes that the goal of Ohio State is that every student-athlete obtain a baccalaureate degree, and agrees to support fully the attainment of this goal. It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons, because Ohio State believes the student-athlete would not be an appropriate representative of Ohio State under University Rules, as a disciplinary sanction under Ohio State's Code of Student Conduct, or because Ohio State believes that the student-athlete is not eligible according to the rules for athletic competition specified by the Big Ten Conference or the NCAA<sup>4</sup> or for similar reasons;

(d) Know, recognize and comply with all federal, state and local laws, as well as all applicable University Rules and Governing Athletic Rules; including, but not limited to, the Big Ten Conference and the NCAA, assist in supervising and taking appropriate steps to ensure that any employees for whom Coach is administratively responsible and the members of the Team know, recognize and comply with all such laws, University Rules and Governing Athletic Rules; and immediately report to the Head Coach and to the Department's Office of Compliance Services in writing if Coach has reasonable cause to believe that any person or entity, including without limitation, representatives of Ohio State's athletic interests, has violated or is likely to violate or may potentially have violated any such laws, University Rules and Governing Athletic Rules. Coach shall cooperate fully with the Department's Office of Compliance Services at all times;

(e) Coach shall promptly report to Ohio State's Deputy Title IX Coordinator for Athletics any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff or that is in connection with a university sponsored activity or event. If Ohio State's Deputy Title IX Coordinator for Athletics is not available, then Coach shall make such report promptly to Ohio State's Title IX Coordinator. Any emergency situation should be immediately reported to 911 and/or law enforcement. For purposes of this Section 4.1 (e), a "known violation" shall mean a violation or an allegation of a violation of Title IX that Coach is aware of or has reasonable cause to believe is taking place or may have taken place;

(f) Coach and Ohio State recognize the importance of the safe and responsible treatment of student-athletes. Coach shall cooperate with Ohio State and the Director to maintain an environment focused on student-athlete health, safety and welfare; and

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<sup>4</sup> "NCAA" shall mean the National Collegiate Athletic Association and its successors.

(g) Coach shall have such other and further duties and responsibilities as Ohio State and/or the Director may establish from time to time at its discretion.

4.2 Coach shall not undertake any business, professional or personal activities or pursuits that would prevent Coach from devoting Coach's full time and best efforts to the performance of Coach's duties under this Agreement, that would otherwise detract from those duties in any manner, or that, in the opinion of Ohio State, would reflect adversely upon Ohio State or its athletic programs. Coach shall comply with Ohio State's staff Conflicts of Interest policy. Coach also recognizes that Coach is covered by Ohio Ethics Law for public officials and state employees and represents that Coach has received a copy of this law from Ohio State and has completed and returned the form acknowledging receipt of such law prior to or commensurate with Coach's first day of employment. Any violation of this provision as determined by Ohio State will subject Coach to disciplinary action, up to and including discharge. Discharge under this provision will constitute "for cause" termination under the Agreement.

4.3 Media, Promotions and Public Relations. Coach's compensation shall include Coach's services, if requested, related to the media, promotions and public relations. Coach recognizes that the local and national media interest in the Team and the football program in general is extremely high. In order to satisfy such interest, Coach understands that, if requested by the Head Coach or the Director or the Director's designee, Coach shall use Coach's best efforts (schedule permitting) to make Coach available for interviews and other outside appearances.

Coach agrees that Ohio State shall own all broadcasting and telecasting rights to all live and recorded Ohio State coach's shows, call-in programs, post-game and pre-game interviews, highlight shows, replay shows, and other programs (hereinafter called "Programs") that may be offered currently or in the future on media outlets, including but not limited to, radio and all forms of television, internet, satellite, cable, broadband, high definition TV, DVD, video cassette, wireless & video-on-demand. Ohio State shall be entitled, at its option, to produce and market the Programs or negotiate with third parties for the production and marketing of the Programs.

Coach agrees, if requested by the Head Coach or the Director or the Director's designee, to provide Coach's services to and perform on the Programs and to cooperate in the production, broadcasting, and telecasting of the Programs. Coach agrees to perform all other duties as reasonably requested by Ohio State in order for the Programs to be successful. Coach also agrees to participate, if requested, in providing content to Ohio State's football websites (with current domain names of "ohiostatebuckeyes.com" and "Coachurbanmeyer.com") to either Ohio State or Ohio State's then-current third-party rights holder of such website.

Coach also agrees that he shall not regularly appear in any regularly-scheduled radio broadcast on radio stations other than WBNS and the affiliates of the Ohio State Network (collectively "Other Radio Broadcasters"), and shall not promote or endorse Other Radio Broadcasters or their programs. In addition, Coach shall not appear on radio in any regular coach's show, call-in show or interview show on any Other Radio Broadcasters and shall not appear on television in any regular coach's show, call-in show or interview show other than those produced by Ohio State or Ohio State's then-current rights holder. Coach agrees that he will make a reasonable effort not to appear live or on tape at the time that any of the coaches' or game shows are being broadcast on WBNS and/or the Ohio State Network or at the time that the football coach's show or the weekly football highlight show is being broadcast on television. This shall not prohibit Coach from appearing in routine news media interviews from which Coach

receives no compensation, or from appearing in any other media (consistent with this Agreement). Ohio State's Athletic Communications Office will make reasonable efforts to assist Coach with these obligations.

Coach also agrees to, and hereby does, assign to Ohio State or its then-current rights holder of one or more of the Programs all right, title and interest in his name, nickname, initials, autograph, facsimile signature, likeness, photograph, and derivatives thereof, and his picture, image and resemblance and other indicia closely identified with Coach (collectively the "Property") in connection with the Programs. The assignment includes, but is not limited to, intellectual property rights under any and all trademarks and copyrights and any applications therefore which have been obtained or filed, or may be filed in the future with respect to the Property. Coach further agrees to, and hereby does, assign to Ohio State the Property associated with all previously broadcast, recorded or stored Programs. Nothing contained herein shall limit Coach's ability to use the Property in activities not associated with the Programs (subject to the approval provisions of Section 4.6. of this Agreement).

4.4 Apparel, Shoe or Equipment Contracts. Coach agrees that Ohio State has the exclusive right to select footwear, apparel and/or equipment for the use of its student-athletes and staff during official practices and games. Coach recognizes that Ohio State has entered into an agreement with NIKE to supply Ohio State with athletic footwear, apparel and/or equipment. In order to avoid entering into an agreement with a competitor of NIKE or an agreement which would not be in Ohio State's best interest, Coach shall submit all outside consulting agreements to Ohio State for review and approval prior to execution, including consulting or equipment agreements which relate to football camps. Coach must also report such outside income to Ohio State in accordance with Governing Athletic Rules and/or University Rules. Coach further agrees that he will not endorse any athletic footwear, apparel and/or equipment products, including NIKE, and will not participate in any messages or promotional appearances which contain a comparative or qualitative description of athletic footwear, apparel or equipment products, including NIKE.

4.5 Coach agrees that he shall not, under any circumstances, discuss or negotiate directly or indirectly his prospective employment with any other institution of higher learning except between the final day of the regular football season and January 15<sup>th</sup> of each year in which this Agreement is in effect. Coach agrees to provide the Head Coach and Director with written notice prior to engaging in discussions or negotiations for prospective employment with any other institution of higher learning or with any professional athletic team. In the final year of this Agreement, Coach is granted permission to discuss such employment with any person or entity at any time after the final day of the regular men's football season. It is particularly understood that on-going rumors or media reports of such negotiations are damaging to Team morale and recruiting, and therefore the parties expressly agree that time is of the essence as to the provisions of this Section 4.5, and that the same shall be strictly construed.

Except as provided in Section 5.3 hereof, Coach shall not, under any circumstances, accept employment as a coach at any other institution of higher learning or with any professional athletic team, requiring performance of duties prior to the expiration (or earlier termination) of this Agreement, without the prior written approval of the Director.

4.6 Subject to the foregoing, Coach may, with the prior written approval of the Director and the Head Coach, enter into separate arrangements for sports camps, radio and television programs, endorsements (if permissible under state law and University Rules) and any other agreement or arrangement in which Coach provides services in exchange for compensation or benefits to Coach or his family, including but not limited to, outside consulting agreements set forth

in Section 4.2 and/or Section 4.4 hereof. Coach shall submit all outside consulting arrangements to Ohio State for review and approval prior to execution. Coach must also report such outside income to Ohio State in accordance with Governing Athletic Rules and/or University Rules. Coach shall not be permitted to participate in any business transactions or endorse any products or appear on any radio or, television, internet or any other programs, which may discredit or bring undue criticism to Ohio State or impinge upon any contractual obligations of Ohio State or, which in Ohio State's sole discretion, are otherwise not in the best interests of Ohio State or which violate University Rules or state law. Coach may not associate Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation in connection with any such arrangements, directly or indirectly, without the prior written approval of the Director and Ohio State's Office of Trademark and Licensing Services. In the event that the Director and Ohio State's Office of Trademark and Licensing Services give permission to Coach to use Ohio State's name, logos, trademarks, symbols, insignias, indicia, service marks or reputation, such permission shall be non-exclusive and non-transferable, and such permission shall automatically expire upon Coach's resignation or termination from employment or upon written notice from Ohio State.

4.7 In accordance with Governing Athletic Rules and/or University Rules, Coach shall provide a written detailed account (including the amount and source of all such income) to Ohio State's President and the Director for all athletically related income and benefits from sources outside Ohio State whenever reasonably requested, but in no event less than annually. Sources of such income shall include, but are not limited to, the following: (a) income from annuities; (b) non-Ohio State sports camps and clinics; (c) sports commentary at non-Ohio State athletic events; (d) country club memberships; and (e) fees for speaking engagements.

4.8 Coach shall not enter into any agreement that would prohibit Coach from making personal appearances at activities or functions associated with The Coca-Cola Company or Coca-Cola Bottling Company Consolidated (or Ohio State's then-current exclusive beverage sponsorship agreement sponsor or bottler). The preceding sentence shall not be construed to require Coach to make such appearances unless they have been negotiated in good faith and mutually agreed to between all relevant parties.

4.9 Coach shall at all times take reasonable action necessary to comply with and to implement the policies of Ohio State relating to substance abuse and to class attendance by students subject to Coach's direct control or authority, and to exercise reasonable care in an effort to assure that all personnel and students subject to Coach's direct control or authority comply with such policies. Coach represents and warrants that Coach has read such policies and that he will remain current as to the content of such policies.

4.10 To the extent that any personnel matter is not addressed by the terms of this Agreement, University Rules will govern.

## **5.0 Termination**

5.1 Termination by Ohio State for Cause. At all times, Coach serves at the pleasure of the Head Coach. No further payment or benefits shall be made to Coach if Ohio State notifies Coach at any time that Ohio State is terminating this Agreement *for cause*, which, in addition to any of its other normally understood meanings in employment contracts shall include, but not be limited to, the following:

(a) Neglect or inattention by Coach to the duties of assistant football coach or Coach's refusal or inability to perform such duties after written notice has been given to Coach

by the Head Coach or as determined by the Head Coach, and Coach has continued such neglect, inattention, refusal or inability during a subsequent reasonable period specified by Ohio State; or

(b) A significant or repetitive or intentional violation (or a pattern of conduct which may constitute or lead to a Level I or Level II violation) of any Governing Athletic Rules (as determined by Ohio State) by Coach or any other person under Coach's supervision and direction, including, but not limited to, student-athletes; or

(c) A breach of contract terms, as determined by the Director, or a violation by Coach of a criminal statute or regulation (excluding minor traffic violations); or

(d) A violation by Coach of any University Rules or violation by Coach of any law of the State of Ohio or the United States, including but not limited to, Ohio's ethics laws, as determined by Ohio State; or

(e) Fraud or dishonesty of Coach in the performance of Coach's duties or responsibilities under this Agreement as determined by Ohio State; or

(f) Fraud or dishonesty of Coach in preparing, falsifying, submitting or altering documents or records of Ohio State, NCAA or the Big Ten Conference, or documents or records required to be prepared or maintained by law, Governing Athletic Rules or University Rules, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms or compliance reports, or permitting, encouraging or condoning such fraudulent or dishonest acts by any other person, as determined by Ohio State; or

(g) Failure by Coach to respond accurately and fully to any request or inquiry relating to the performance of Coach's duties hereunder or the performance of Coach's duties during Coach's prior employment at any other institution of higher learning propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

(h) Counseling or instructing by Coach of any coach, student or other person to fail to respond accurately and fully to any request or inquiry concerning a matter relevant to Ohio State's athletic programs or other institution of higher learning which shall be propounded by Ohio State, NCAA, the Big Ten Conference or other governing body having supervision over the athletic programs of Ohio State or such other institution of higher learning, or required by law, Governing Athletic Rules or University Rules, as determined by Ohio State; or

(i) Failure by Coach to manage the Team in a manner that reflects the academic values of Ohio State, as determined by Ohio State; or

(j) Soliciting, placing or accepting by Coach of a bet on any intercollegiate or professional athletic contest, or permitting, condoning or encouraging by Coach of any illegal gambling, bookmaking or illegal betting involving any intercollegiate or professional athletic contest whether through a bookmaker, a parlay card, a pool or any other method of organized gambling; or furnishing by Coach of information or data relating in any manner to football or any other sport to any individual known by Coach to be or whom Coach should reasonably know to



be a gambler, better or bookmaker, or an agent of any such person, or the consorting or associating by Coach with such persons, as determined by Ohio State; or

(k) Use or consumption by Coach of alcoholic beverages, drugs, controlled substances, steroids or other chemicals in such degree as to impair Coach's ability to perform Coach's duties hereunder, or failure by Coach to fully cooperate in the enforcement and implementation of any drug testing program established by Ohio State for student-athletes, as determined by Ohio State; or

(l) Coach's sale, use or possession, or Coach's permitting, encouraging or condoning by a student-athlete, assistant coach or other athletic staff member of the sale, use or possession of any narcotics, drugs, controlled substances, steroids or other chemicals, the sale, use or possession of which by Coach, athletic staff member or such student-athlete is prohibited by law or by Governing Athletic Rules or University Rules, as determined by Ohio State; or

(m) Failure by Coach to report promptly to the Director and to the Office of Compliance Services in writing any violations or potential violations known to Coach of Governing Athletic Rules or University Rules including, but not limited to, those by Coach, the assistant coaches, students or other persons under the direct control or supervision of Coach, as determined by Ohio State; or

(n) Failure by Coach to obtain prior approval for outside activities as required by Section 4.4 or Section 4.6 of this Agreement or by Governing Athletic Rules or to report accurately all sources and amounts of all income and benefits as required by NCAA and/or University Rules and Section 4.7 of this Agreement, as determined by Ohio State; or

(o) Commission of or participation in by Coach of any act, situation, or occurrence or any conduct which, in Ohio State's judgment, brings Coach and/or Ohio State into public disrepute, embarrassment, contempt, scandal or ridicule or which constitutes a substantial failure to perform in good faith the duties required of Coach in Section 4.1 herein or failure by Coach to conform Coach's personal conduct to conventional standards of good citizenship, with such conduct offending prevailing social mores and values and/or reflecting unfavorably upon Ohio State's reputation and overall primary mission and objectives, including but not limited to, acts of dishonesty, misrepresentation, fraud or violence that may or may not warrant arrest by the relevant authorities; or

(p) Failure by Coach to promptly report to Ohio State's Deputy Title IX Coordinator – Athletics or Ohio State's Title IX Coordinator any known violations of Ohio State's Sexual Misconduct Policy (including, but not limited to, sexual harassment, sexual assault, sexual exploitation, intimate violence and stalking) that involve any student, faculty, or staff or that is in connection with a university sponsored activity or event. For purposes of this Section 5.1(p), a "known violation" shall mean a violation or an allegation of a violation of Title IX that Coach is aware of or has reasonable cause to believe is taking place or may have taken place.

It is recognized that this sub-section (5.1(a)-(p)) encompasses findings or determinations of violations during employment of Coach at Ohio State or any other institution of higher learning.

As required by NCAA Bylaw 11.2.1, Coach is hereby notified that in addition to the actions Ohio State may take in accordance with this Agreement, Coach is also subject to disciplinary or corrective action by the NCAA as set forth in the provisions of the NCAA enforcement procedures



if Coach is found by the NCAA or Ohio State to be in violation of NCAA Bylaws. Coach agrees that Ohio State shall implement any such disciplinary or corrective actions imposed by the NCAA.

5.1.1 Notice. If Ohio State terminates this Agreement *for cause* under Section 4.2 or Section 5.1, it shall give written notice to Coach of its intention to so terminate this Agreement and the intended effective date of termination.

5.1.2 Termination for Cause/Loss of Compensation and Benefits. In the event this Agreement is terminated *for cause* under Section 4.2 or Section 5.1, Coach shall not be entitled to receive any further compensation or benefits under this Agreement which have not been earned as of the date of termination. Furthermore, Coach is not deemed to have earned supplemental compensation under Sections 3.1(c)-(h) if Coach must repay Ohio State in accordance with Section 5.7. In no case shall Ohio State be liable to Coach for the loss of any collateral business opportunities, or any other benefits, perquisites, income or consequential damages suffered by Coach as a result of Ohio State's termination of Coach's employment *for cause*.

5.2 Termination by Ohio State Other Than For Cause. If Coach's employment hereunder is terminated by Ohio State other than *for cause* (as delineated in Sections 4.2 and 5.1 above and including if Urban Meyer is no longer Ohio State's Head Coach and therefore, Ohio State terminates Coach's employment):

5.2.1 (a) Severance. If such termination occurs between February 1, 2018 and December 31, 2018, Coach shall be entitled to receive continued payment of the Base Salary (as described in Section 3.1(a)) in substantially equal monthly installments and subject to all applicable withholdings, until January 31, 2019; provided, however, that any such payments scheduled to occur in the first three months following Coach's termination of employment shall not be paid until the last day of the third month after the date of termination.

(b) The payments described in Section 5.2.1(a) shall hereinafter be referred to collectively as the "Post-Termination Payments" and the period during which such payments are made shall hereinafter be referred to as the "Post-Termination Payment Period." The Post-Termination Payments shall fully compensate Coach for the loss of collateral business opportunities (whether media, public relations, camps, clinics, apparel or similar contracts, sponsorships or any other supplemental or collateral compensation or benefits of any kind) and Coach shall not be entitled to any further compensation and benefits under this Agreement.

5.2.2 If Coach's employment is terminated by Ohio State other than *for cause* (as delineated in Section 4.2 and Section 5.1 above), all employee benefits shall cease in accordance with the terms and conditions of the applicable employee benefit plans, programs and policies.

5.2.3 Notwithstanding the foregoing, the Post-Termination Payments shall be subject to the following:

- (a) Coach acknowledges and expressly agrees that he shall be required to mitigate any payments to him under Section 5.2.1(a) and recognizes that Coach's mitigation obligation is an essential term of this Agreement;
- (b) Coach acknowledges and expressly agrees that he shall be required to make every reasonable and diligent effort as soon as practicable following his termination to seek and secure a Comparable Position. For purposes of this Agreement, a "Comparable Position" shall include other employment at the market rate for Division I collegiate football coaching positions or professional football coaching positions or other positions appropriate for Coach's skill set (for example, scouting, broadcasting, etc.) (a "Comparable Position"). Coach shall provide Ohio State, upon request, with evidence that Coach is actively seeking other employment. Coach shall notify Ohio State immediately if Coach has obtained other employment or has been engaged to provide services, either as an employee or an independent contractor;
- (c) If Coach obtains any other employment or is engaged to provide service (regardless of whether the employment or engagement constitutes a Comparable Position), then the Post-Termination Payments shall be reduced by Coach's total compensation from all sources directly related to such position(s) (including, without limitation, salary, deferred compensation, signing bonuses or other compensation income, except not including the employee benefits costs associated with such position(s)) (the "Mitigation Compensation"). Each monthly Post-Termination Payment that would otherwise be payable under Section 5.2.1(a) that is payable during the time that Coach has such position(s) shall be reduced by the gross amount of the monthly Mitigation Compensation; and
- (d) Coach agrees that as a condition of receiving the Post-Termination Payments, Coach or, in the case of any amounts due after the Coach's death, the person to whom those amounts are payable (collectively, the "Payee") must execute a comprehensive release within sixty (60) days of the date of Coach's termination in the form determined from time to time by Ohio State in its sole discretion. Generally, the release will require the Payee and the Payee's personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees, legatees and assigns to release and forever discharge Ohio State, its past, present and future trustees, officers, employees, directors, agents, attorneys, successors and assigns from any and all claims, suits and/or causes of action that grow out of or are in any way related to Coach's employment with Ohio State, other than any claim that Ohio State has breached the terms of the release agreement. This release will include, but not be limited to, any claim under or out of the Equal Pay Act; the Civil Rights Acts of 1964, as amended; the

Civil Rights Acts of 1866 and 1871 (42 U.S.C. Sections 1981, 1983, 1985, et seq.); Title VII of the Civil Rights Act of 1964; the United States Constitution; the Age Discrimination in Employment Act; the Older Worker's Benefit Protection Act; the Americans with Disabilities Act; the Family and Medical Leave Act; any state, federal law or local ordinance prohibiting discrimination, harassment or retaliation in employment; any claim for wrongful discharge, including in violation of public policy; claims of promissory estoppel or detrimental reliance, defamation, intentional infliction of emotional distress; or the public policy of any state; Chapter 4112 of the Ohio Revised Code and any other provision of the Ohio Revised Code; and any other federal, state or local law concerning employment, or in any other manner regulating or otherwise concerning wages, hours or any other terms or conditions of employment. Upon Coach's termination of employment with Ohio State, the Payee will be presented with a release and if the Payee fails to timely execute the release, the Payee agrees to forego any Post-Termination Payments. Coach acknowledges that Coach is an experienced person knowledgeable about the claims that might arise in the course of employment with Ohio State and knowingly agrees that the Post-Termination Payments provided for in this Agreement are satisfactory consideration for the release of all possible claims described in the release;

- (e) Coach agrees that as a condition of receiving the Post-Termination Payments, Coach shall provide a copy of his Form W-2s and Form 1099s related to Coach's position(s) to Ohio State's HR Director for Athletics for each calendar year during which all or a portion of the Post-Termination Payment Period occurs; and
- (f) Coach agrees that his failure or refusal to provide the notice and documentation set forth in this Section 5.2 shall relieve Ohio State of its financial obligations under this Agreement to pay the Post-Termination Payments.

5.2.4 For purposes of this Section 5.2 and 5.8, any reference to Coach's "termination of employment" by Ohio State (or any form of the phrase "termination of employment") shall mean Coach's "separation from service" within the meaning of Section 409A of the Internal Revenue Code and Treasury Regulation Section 1.409A-1(h).

5.3 Termination by Coach. If Coach terminates this Agreement:

- (a) Coach shall provide Ohio State with written notice of Coach's termination of this Agreement; and
- (b) Coach shall not be entitled to receive any further unearned compensation or benefits under this Agreement (Coach is not deemed to have earned bonuses and supplemental compensation under Sections 3.1(c)-(h) which Coach must repay to Ohio State in accordance with Section 5.7 hereof); and

(c) If Coach accepts employment or performs services in a coaching position (with the exception of a head coaching position) for an NCAA Division 1 school in the Big Ten Conference, Big 12 Conference, Pac-12 Conference, Atlantic Coast Conference (ACC), Southeastern Conference (SEC) or the University of Notre Dame du Lac (Notre Dame) or Brigham Young University or in a coaching position (with the exception of a head coaching position) for a professional football team at any time up to twelve (12) months after Coach resigns from Ohio State, Ohio State shall require Coach to pay Ohio State as liquidated damages and not as a penalty One Hundred Thousand Dollars (\$100,000) to reimburse Ohio State for expenses including, but not limited to i) searching for, recruiting and hiring a new assistant football coach and ii) relocating a new assistant football coach, and iii) buying out the contract, if necessary, of the new assistant football coach. Coach shall pay all such amounts to Ohio State within thirty (30) days after the date of Coach's termination of employment. Notwithstanding the above, Coach's obligation to pay liquidated damages shall not apply in the event Coach resigns after December 1, 2018; and

(d) Coach shall not be entitled to receive any further compensation or benefits under this Agreement; and

(e) Coach shall not for a period of one (1) year after such termination by Coach contact or otherwise seek to recruit any high school athlete previously contacted or recruited by Ohio State, unless such athlete had been recruited or contacted by any new institution employing Coach prior to the notice of termination by Coach to Ohio State.

5.4 Records and Information. All materials or articles of information, including, without limitation, personnel records, recruiting records, Team information, films, statistics or any other material or data, furnished to Coach by Ohio State or developed by Coach on behalf of Ohio State or at Ohio State's direction or for Ohio State's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole property of Ohio State. Within seventy-two (72) hours of the expiration of the term of this Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in Coach's possession or control, including, but not limited to, all keys, credit cards, telephones and computers (including all other technological devices) to be delivered to Ohio State.

5.5 Death or Disability. Notwithstanding any other provisions of this Agreement, this Agreement shall terminate automatically and shall be null and void upon the death of Coach or if Coach becomes disabled (as defined in Section 409A (a)(2)(C) of the Internal Revenue Code) or is otherwise unable to perform the essential functions of the job, with or without a reasonable accommodation immediately upon demand by Ohio State.

5.6 Interference with Athletes. In the event of termination, Coach agrees that Coach will not interfere with Ohio State's student-athletes or otherwise obstruct Ohio State's ability to transact business. If Coach violates this provision, Coach will not be entitled to any post-termination benefits and will be required to return any that have been disbursed.

5.7 Recovery of Compensation and Reimbursement. In the event this Agreement is terminated, Coach shall repay to Ohio State all compensation received by Coach for the achievement of any specified milestone, objective or exceptional achievement set forth in Sections 3.1(c)-(h), if such achievement is subsequently vacated by Ohio State or the NCAA, and such vacation is due, in whole or in part, to the wrongful actions of Coach, as determined by Ohio State or the NCAA. In addition, in the event that it is determined, by Ohio State or the NCAA,

that Coach was involved in NCAA infractions that cause Ohio State to pay penalties to the NCAA, then Coach shall reimburse Ohio State for such amounts Ohio State must pay to the NCAA.

5.8 **Non-Renewal.** If Ohio State informs Coach on or after January 1, 2019 that his employment will terminate on the last day of the term and the Agreement will not be renewed, then, in addition to Coach's Base Salary, if any, that would be paid in January 2019 in accordance with Ohio State's normal payroll practices, Ohio State shall pay Coach a lump sum payment equal to:

(a) thirty (30) days of Coach's Base Salary *less*

(b) Coach's Base Salary for the number of days remaining in the term from the date of notice of non-renewal.

Such lump sum payment shall be paid within thirty (30) days following Coach's termination of employment and shall fully compensate Coach for the loss of collateral business opportunities (whether media, public relations, camps, clinics, apparel or similar contracts, sponsorships or any other supplemental or collateral compensation or benefits of any kind). Upon expiration of the Agreement, all employee benefits shall cease in accordance with the terms and conditions of the applicable employee benefit plans, programs and policies. Notwithstanding anything in this Section to the contrary, Coach shall not be entitled to such lump sum payment or any other compensation if he resigns from employment prior to the last day of the term, as set forth in Section 5.3 hereof.

## **6.0 Board of Trustees**

This Agreement shall be subject to the approval of Ohio State's Board of Trustees. In addition, the payment of any compensation pursuant to this Agreement shall be subject to the approval of Ohio State's annual operating budget by Ohio State's Board of Trustees and the sufficiency of legislative appropriations.

## **7.0 Waiver**

No waiver of any default in the performance of this Agreement shall be effective unless in writing and signed by the waiving party. The waiver of a particular default in the performance of this Agreement shall not constitute a waiver of any other or subsequent default. The resort to a particular remedy upon a default shall not constitute a waiver of any other available remedies.

The financial consequences of termination of this Agreement or suspension thereunder are exclusively set forth herein. Therefore, with the sole exception of payments required by this Agreement, in any instance of termination for cause or without cause or suspension effected in accordance with the procedures established in this Agreement, neither Coach nor Ohio State shall be entitled to receive, and each hereby waives any claim against the other and their respective officers, Board of Trustees, directors, agents, employees, successors, heirs and personal representatives, for consequential damages allegedly sustained by reason of any alleged loss of business opportunity, loss of perquisites, loss of speech income, camp income or other outside income, or expectation income, or damages allegedly sustained by reason of alleged humiliation, emotional distress, defamation or loss of consortium resulting from the fact of termination, the public announcement thereof or the release by Ohio State or Coach of information or documents which are required to be released by law. Coach acknowledges that in the event of termination of this Agreement for cause, without cause or otherwise, or suspension hereunder,

Coach shall have no right to occupy the position of assistant football coach and that Coach's sole remedies are provided herein and shall not extend to injunctive relief.

#### **8.0 Severability**

If any provision of this Agreement is determined to be invalid or unenforceable, the remainder of the Agreement shall not be affected and shall remain in effect.

#### **9.0 Assignment**

Neither party may assign its rights or delegate its obligations under this Agreement without the consent of the other party, which shall not be unreasonably withheld.

#### **10.0 Governing Law and Jurisdiction**

This Agreement shall be subject to and construed in accordance with Ohio law. Any action based in whole or in part on this Agreement must be brought in a court of competent jurisdiction in the State of Ohio.

#### **11.0 Entire Agreement; Amendments**

This Agreement constitutes the entire Agreement of employment between the parties and supersedes all prior understandings, written or oral, with respect to the subject of employment. No amendment or modification of this Agreement shall be effective unless in writing and signed by both parties.

#### **12.0 Background Check**

If Coach is a new employee to Ohio State, Ohio State is required to conduct a background check on Coach pursuant to Office of Human Resources Policy 4.15. Coach's employment is contingent upon Ohio State's verification of credentials and other information required by law and/or Ohio State policies, including but not limited to a criminal background check.

#### **13.0 Notice**

Any notice provided for herein shall be in writing and shall be deemed to have been given, delivered, or served when delivered personally to the party who is to receive such notice or when mailed by U.S. registered or certified mail, postage prepaid, to such party. Unless hereinafter changed by written notice to Coach, any notice to Ohio State shall be sent to:

The Director of Athletics  
The Ohio State University  
The Department of Athletics  
2400 Olentangy River Road  
Columbus, Ohio 43210

With a copy to:  
Julie D. Vannatta  
The Ohio State University  
Office of Legal Affairs  
1590 N. High Street, Suite 500

Columbus, Ohio 43201

Unless hereinafter changed by written notice to Ohio State any notice to Coach shall be hand-delivered to Coach, mailed to Coach's home address on file or mailed to the following address:

Zachary Smith  
Woody Hayes Athletic Center  
2491 Olentangy River Road  
Columbus, Ohio 43210

**14.0 Tax Advice / Internal Revenue Code Section 409A**

Ohio State will not provide tax advice to Coach or Coach's beneficiary regarding the tax effects of this Agreement. Ohio State encourages Coach and Coach's beneficiary to consult with their own tax advisors concerning the federal, state, and local tax effects of this Agreement. This Agreement is intended to comply with the requirements of Sections 409A and 457(f) of the Internal Revenue Code and, to the maximum extent permitted by law, shall be administered, operated and construed consistent with this intent. Any reimbursements or in-kind benefits provided under this Agreement that are subject to Section 409A of the Internal Revenue Code shall be made or provided in accordance with the requirements of Section 409A of the Internal Revenue Code, including, where applicable, the requirements that (a) any reimbursement is for expenses incurred during Coach's life, but in no event later than the expiration of the term of this Agreement, (b) the amount of expenses eligible for reimbursement, or in-kind benefits provided, during a taxable year may not affect the expenses eligible for reimbursement, or in-kind benefits to be provided, in any other taxable year, (c) the reimbursement of an eligible expense will be made no later than the last day of the taxable year following the taxable year in which the expense is incurred, and (d) the right to reimbursement or in-kind benefits is not subject to liquidation or exchange for another benefit.

This Agreement is signed by the parties or their duly authorized representative to be effective as of February 1, 2018.

THE OHIO STATE UNIVERSITY

COACH

\_\_\_\_\_  
Eugene D. Smith  
Senior Vice President and  
The Wolfe Foundation Endowed Athletics Director

\_\_\_\_\_  
Zachary Smith

Date:\_\_\_\_\_

Date:\_\_\_\_\_

\_\_\_\_\_  
Michael Papadakis  
Interim Senior Vice President of Business  
and Finance & Chief Financial Officer

Date:\_\_\_\_\_

**From:** Voltolini, Brian  
**Sent:** Tuesday, May 22, 2018 8:22 AM  
**To:** Shelley Meyer  
**Subject:** Memorial parking passes

Hello Shelley

Hope your good..

I keep on forgetting to send you a request for Memorial parking passes this year

Can we get parking passes for the following:

Billy Davis  
Larry Johnson  
Tony Alford  
Kevin Wilson  
Ryan Day  
Zach Smith  
Taver Johnson  
Greg Schiano  
Greg Studrawa  
Alex Grinch  
Louie Addazio  
Mick Marotti  
Quinn Tempel  
Ryan Stamper  
Mark Pantoni  
Tori Magers  
Brian Hartline  
Brian Voltolini

Thanks,, hope that isn't too many,, if it is please let me know and I can take off the non-coaching staff

Brian



	A	B	C	D	E
1	June 2018 Satellite Camp - Travel				
2	DATE	SCHOOL/TIME	COACHES	Transportation	
3	(1) Fri, June 1				
4		Rutgers	Greg Schiano	UM	
5		4:30PM - 10:30PM	1) Kevin Wilson		
6			2) Larry Johnson		
7			3) Ryan Day		
8			4) Alex Grinch		
9		Lindenwood	Zach Smith		
10		4:30PM - 8PM	1) Louie Addazio		
11			2) [REDACTED]		
12		3) [REDACTED]			
13		4) [REDACTED]			
14	(??) Sat, June 2				
15		FAU	Zach Smith		
16		10AM-3PM	1) Taver Johnson		
17			2) Louie Addazio		
18			3) [REDACTED]		
19			4) Peter Badovinac		
20	(2) Sun, June 3				
21		Grand Valley	Taver Johnson		
22		10:30AM - 4PM	1) Greg Studrawa		
23			2) [REDACTED]		
24			3) Peter Badovinac		
25			4) [REDACTED]		
26	(3) Thurs, June 7				
27		Tennessee State	Tony Alford		
28		9AM - 12PM	1) Taver Johnson		
29			2) Louie Addazio		
30			3) [REDACTED]		
31			4) [REDACTED]		
32		Texas State	Zach Smith	UM	
33		10AM - 6:30PM	1) Kevin Wilson		
34			2) Peter Badovinac?		

	A	B	C	D	E
35			3) Ryan Day		
36			4)		
37	(4) Sat, June 9				
38		Univ. of Houston			
39		5PM - 8PM	1) Greg Studrawa		
40					
41					
42		Texas A&M Comm.	Kevin Wilson		
43		10AM - 5PM	1) Alex Grinch		
44			2) Zach Smith		
45			3) Tony Alford		
46			4)		
47	(5) Wed, June 13				
48		Clark-Atlanta	Day/Grinch	UM	
49		10AM - 1PM	1) Tony Alford		
50			2) Larry Johnson		
51			3) Greg Schiano		
52			4) Greg Studrawa		
53					
54		Wayne State	Taver Johnson	UM?	
55		3:30PM - ??	1) Zach Smith?		
56			2) Kevin Wilson?		
57			3)		
58			4)		
59	(??) Sun, June 17				
60		USF	Tony Alford		
61		9AM - 1PM	1) Billy Davis		
62			2) Larry Johnson		
63			3) Greg Schiano		
64			4)		

	A	B	C	D	E	
1	June 2018 Satellite Camp - Travel					
2	DATE	SCHOOL/TIME	COACHES	Transportation		
3	(1) Fri, June 1					
4		Rutgers	Greg Schiano	UM		
5		4:30PM - 10:30PM	1) Kevin Wilson			
6		Adam Caltury	2) Larry Johnson			
7		(724) 561-5953	3) Ryan Day			
8			4) Alex Grinch			
9		Lindenwood	Zach Smith			
10		4:30PM - 8PM	1) Greg Studrawa?			
11		John Eastman	2) [REDACTED]			
12		(801) 946-0888	3)			
13			4)			
14		(?) Sat, June 2				
15			FAU	Schiano	UM	
16	10AM-3PM		1) Alex Grinch			
17	Landan Salem		2) Greg Studrawa			
18	(561) 235-8684		3) Billy Davis			
19			4) Kevin Wilson?			
20	(2) Sun, June 3					
21		Grand Valley	Taver Johnson			
22		10:30AM - 4PM	1) Kenny Hayes	5) Peter Badovinac		
23		Jim Louis	2) Greg Studrawa			
24		(616) 498-4711	3) [REDACTED]			
25			4) Louie Addazio			
26	(3) Thurs, June 7					
27		Tennessee State	Tony Alford			
28		9AM - 12PM	1) Taver Johnson			
29		Antonio Bradford	2)			
30		(334) 202-3041	3)			
31			4)			
32		Texas State	Zach Smith	UM		
33		10AM - 6:30PM	1) Kevin Wilson			

	A	B	C	D	E
34		Zack Lucas	2)		
35		(530) 774-3263	3)		
36			4)		
37	(4) Sat, June 9				
38		Univ. of Houston	GA's	UM?	
39		5PM - 8PM	1) Greg Studrawa?		
40			2)		
41			3)		
42			4)		
43		Texas A&M Comm.	Kevin Wilson		
44		10AM - 5PM	1) Alex Grinch		
45		Cade Feske	2) Zach Smith		
46		(806) 570-0769	3) [REDACTED]		
47			4) Tony Alford		
48	(5) Wed, June 13				
49		Clark-Atlanta	Day/Grinch	UM	
50		10AM - 1PM	1) Tony Alford		
51		Dino Dawson	2) Larry Johnson		
52		(832) 272-7475	3) Greg Schiano		
53			4) Greg Studrawa		
54					
55		Wayne State	Taver Johnson	UM	
56		3:30PM - ??	1) Zach Smith		
57		Paul Winters	2) Kevin Wilson		
58		(313) 515-1783	3)		
59			4)		
60	(6) Sun, June 17				
61		USF	Tony Alford	UM	
62		9AM - 1PM	1) Billy Davis		
63		Mike Giglio	2) Larry Johnson		
64		(512) 744-7717	3)		
65			4)		

## PRESS BOX

2018

Defense	
1	Billy Davis
2	Peter Badovinac
3	

Defense	
5	Kevin Wilson
6	Ryan Day

### Special Teams


## FIELD

### Defense

7	Larry Johnson
8	Greg Schiano
9	Alex Grinch
10	Def Player
11	Def Player

### Offense

12	Coach Meyer
13	Greg Studrawa
14	Zach Smith
15	Tony Alford
16	Louie Addazio
17	
18	Off Player
19	Off Player

### Special Teams

20	Parker Fleming
----	----------------

2017

Defense	
	Billy Davis
	Randall Joyner
	Ryan Crow
	Bob Fraser
	Matt Thurin

Defense	
	Kevin Wilson
	Ryan Day
	Trey Holtz
	Brian Hartline
	Tim Hinton

### Special Teams

	Adam Scheier
	Hiram DeFries

## FIELD

### Defense

	Larry Johnson
	Greg Schiano
	Kerry Coombs
	EQ-Sig
	EQ-Card
	Ryan Conry
	Nick Sharp

### Offense

	Coach Meyer
	Greg Studrawa
	Zach Smith
	Tony Alford
	Louie Addazio
	QB Backup 1
	QB Backup 2
	EQ - Signal
	Corey Dennis
	Eric Miscuda
	Aaron Miller

### New Legislation

20 Headsets Only

15 Headsets to Countable Coaches Only (GA's)

4 Headsets to Student Athletes Only

1 Headset to on Field non-coach

Press Box: Only Countable Coaches

Coaches + GA's are only ones allowed

### Issues:

#### \* Who is Signaling

-only GA/Coaches can have Headsets

-only full time students can signal

-who is signaling at practice

-Who travels just for signaling

(Backup OL, LB, DB, WR, Spec- guys redshirting)

#### \* OL Communication

#### \* Special Teams Communication

-Who in Press Box is communication to the coaches what they see

#### \* Who is drawing plays for HC and Coordinators

\* Need to bring down at least 7 people from press box and than will need to eliminate

5-7 people

(EQ, Hiram, S&C Intern)

### #'s

Remains 60 for sideline passes

**Sent:** Monday, January 01, 2001 1:00 AM  
**To:** Nicol, Amy M.  
**Subject:** RE: new pairings

Oh,, ok,, then put them with

**From:** Nicol, Amy M.  
**Sent:** Wednesday, June 20, 2018 4:18 PM  
**To:** Voltolini, Brian <voltolini.5@osu.edu>  
**Subject:** RE: new pairings

I would move Taver – Huntington may not even show up and then we are wasting an assistant coach.

## AMY NICOL

Director, Internal Football Operations | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-7620 | (F) 614-292-6592

**From:** Voltolini, Brian  
**Sent:** Wednesday, June 20, 2018 4:16 PM  
**To:** Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>  
**Subject:** new pairings

No.	Company / Team Name	Type of Foursome	Celebrity
1	Cheryls Cookies 1	big 10	Skyler Mornhinweg
2	Cheryls Cookies 2	big 10	
3	Marathon	big 10	Kevin Ries
4	Roosters 1	big 10	Matt Thurin
5	Roosters 2	big 10	Eric Miscuda
6	Midwest Logistics	big 10	Ed Terwilliger
7	Midwest Logistics	big 10	Chris Fields
8	McDonalds	big 10	Tim Hinton
9	Columbus Sign	All American	
10	Varsity O	big 10	Denny Hoobler
11	Huntington Bank		Taver Johnson
12	M & D Blacktop	Heisman	Alex Grinch
13	LIDS	big 10	Ryan Conry
14	Skybox Packaging	big 10	Parker Fleming
15	Cadillac of Dublin	All American	Jeff Uhlenhake
16	Giant Eagle		Trey Holtz
17	Tabloid's Best	big 10	Billy Davis
18	Sugardale Foods	All American	Kevin Wilson
19	Next Generation	All American	Peter Badovinac
20	Sims Bros	All American	Zach Boren
21	Complete General Construction	All American	Tony Alford

22	Complete General Construction	big 10	Kaleb Borghardt
23	Roby Company	big 10	Corey Dennis
24	Germain	big 10	Brian Hartline
25	OPOC	big 10	Ryan Day
26	Starr Trophy	big 10	Kevin Nerl
27	OSU		Volt
28	Panera	big 10	Zach Smith



**From:** Smith, Zachary  
**Sent:** Friday, March 18, 2016 2:06 PM  
**To:** Davidson, John  
**Cc:** Smith, Eugene  
**Subject:** Re: Request for a Conversation

I apologize I missed you and for inconveniencing you, I must have just missed you as I got here a few minutes after 1:20. I got stuck at a railroad track with a stopped train for 40 minutes. I am equally as disappointed and apologize for wasting your time as it was unintended and unavoidable. This is a high priority for me so if another time today, this weekend or even early next week works for you please let me know and I can meet you wherever is most convenient for you.

Again I apologize for wasting your time as it was the last thing I intended on doing and was a result of an unfortunate and uncontrollable circumstance. Let me know if there is another time you have to meet and I will be there.

Thanks,

Zach Smith

Sent from my iPhone

On Mar 18, 2016, at 1:32 PM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Knocked on your door at 1, got the message at 1:05. Waited until 1:20, then had to meet other obligations. Disappointed that this seems to be so difficult to arrange. As I said, I'll find other avenues.

Jd

---

**From:** Smith, Zachary  
**Sent:** Friday, March 18, 2016 12:40 PM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

Stuck in traffic so maybe like 1:15. Sorry for the inconvenience!!

Sent from my iPhone

On Mar 18, 2016, at 11:15 AM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Great! See you there. jd

---

**From:** Smith, Zachary  
**Sent:** Friday, March 18, 2016 11:08 AM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

I will be there - sorry I put it in my calendar and never sent my response!

Sent from my iPhone

On Mar 17, 2016, at 2:38 PM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:



This is to verify that I'm expecting to meet with you at the WHAC Friday (tomorrow) at 1. It seems that letting this go until any later in the semester is counter-productive, so if for some reason our meeting doesn't happen, I'll have to find some other way to start moving things forward.

Best,

John E. Davidson  
Professor, Germanic L&L  
OSU Faculty Athletics Representative

---

**From:** Davidson, John  
**Sent:** Tuesday, March 15, 2016 12:31 PM  
**To:** Smith, Zachary  
**Subject:** RE: Request for a Conversation

1 pm on Friday at the WHAC still works for me. See you then. jd

---

**From:** Smith, Zachary  
**Sent:** Tuesday, March 15, 2016 11:33 AM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

I can do Friday after I get my daughter from school at 12. Anytime after that!

Sent from my iPhone

On Mar 14, 2016, at 12:25 PM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Weds late morning or Friday after about 10. Would that work? jd

Sent from my LG G3, an AT&T 4G LTE smartphone

----- Original message-----

**From:** Smith, Zachary  
**Date:** Mon, Mar 14, 2016 11:25 AM  
**To:** Davidson, John;  
**Subject:** Re: Request for a Conversation

Sorry just getting back to you - this week works, any preference?

Sent from my iPhone

On Mar 3, 2016, at 9:07 PM, Davidson, John <[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

I know it's busy next week: what about sometime during the spring break? I'm mostly in town.

Thanks, jd

---

**From:** Smith, Zachary  
**Sent:** Thursday, March 3, 2016 7:37 PM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

I apologize I am just seeing this - let me know if you have another window that we can make work!!

Sent from my iPhone

On Feb 29, 2016, at 7:39 AM, Davidson, John  
<[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Thanks for the quick reply! I'd like to pull Brett Wohlers into the conversation, since he knows the exact circumstances of current students better than I do. I could meet just before or after Coach Marotti's APT session on Wed (so, around 12:30 or 1:30) – I know that he sometimes stays around to meet with people after that meeting. Would that work? I will also be at the NCAA survey session at 10:30 on Weds. and could meet after that (ca. 11). Please let me know what fits. Thanks again, jd

**From:** Smith, Zachary  
**Sent:** Sunday, February 28, 2016 3:18 PM  
**To:** Davidson, John  
**Subject:** Re: Request for a Conversation

Absolutely I would love to get together - let me know when you're available!

Sent from my iPhone

On Feb 28, 2016, at 1:59 PM, Davidson, John  
<[davidson.92@osu.edu](mailto:davidson.92@osu.edu)> wrote:

Coach Smith,

Having been working in the capacity of the Faculty Athletics Rep for a couple football seasons now, one of the things that I've noticed is that players from your position group seem to come up pretty frequently (relatively speaking) in contexts concerning academics (end of semester reviews, recovery plans, COAM, etc.). I wanted to get in touch to set up a discussion about this and to see if there were ways that I could be useful in this regard.

Looking forward to speaking with you soon,

John E. Davidson, FAR  
Professor of German & Film Studies  
Office (001-614) 292-7491  
Mobile [REDACTED]  
FAX (001-614) 292-8510

**From:** Hinton, Timmy  
**Sent:** Wednesday, May 04, 2016 8:04 AM  
**To:** Voltolini, Brian;Plageman, Katie  
**Subject:** FW: Guest Speakers

-----Original Message-----

From: Pantoni, Mark  
Sent: Tuesday, May 03, 2016 7:34 PM  
To: Voltolini, Brian; Plageman, Katie; Hinton, Timmy  
Subject: Guest Speakers

Zach Smith has requested the following coaches to be guest speakers for June camps. He does not have a date yet.

Patrick Surtain Sr - American Heritage HS - Plantation

Jevon Glenn - Deerfield Beach HS

Sent from my iPhone

**From:** Nushart, Kate  
**Sent:** Tuesday, April 12, 2016 10:10 AM  
**To:** Voltolini, Brian  
**Subject:** RE: Spring Ga me

Quick question on the parking passes...

Last year I assigned all of the senior staff to East Tuttle like normal but then gave you 18 additional passes in East Tuttle and the rest of the passes in West Stadium since your staff normally parks in East Stadium and that lot isn't held for this game. Would that work again? You guys can decide who (other than senior staff) you want to park where?

---

**From:** Voltolini, Brian  
**Sent:** Thursday, March 31, 2016 11:27 AM  
**To:** Nushart, Kate <nushart.1@osu.edu>  
**Subject:** Spring Ga me

Kate  
We probably need to talk about tickets for the Spring Game

What do you need from me?  
A list? Interns? EQ? etc?

Here is the parking pass list

<b>Trainers Van</b>	1
<b>Video Van</b>	1
<b>EQ Van</b>	1
<b>Nutrition Volunteers</b>	1
<b>Urban Meyer</b>	2
<b>Tim Beck</b>	1
<b>Tony Alford</b>	1
<b>Ed Warinner</b>	1
<b>Zach Smith</b>	1
<b>Luke Fickell</b>	1
<b>Kerry Coombs</b>	1
<b>Greg Schiano</b>	1
<b>Larry Johnson</b>	1
<b>Greg Studrawa</b>	1
<b>Brian Mason</b>	1
<b>Corey Dennis</b>	1
<b>Randall Joyner</b>	1
<b>Jimmy Cordle</b>	1
<b>Mickey Marotti</b>	1
<b>Brady Collins</b>	1
<b>Phil Matusz</b>	1
<b>Quinn Barnham</b>	1
<b>Jeff Uhlenhake</b>	1
<b>Brian Voltolini</b>	1

<b>Mark Pantoni</b>	1
<b>Stan Jefferson</b>	1
<b>Quinn Tempel</b>	1
<b>Ryan Stamper</b>	1
<b>Hiram DeFries</b>	1
<b>Mark Quisenberry</b>	1
<b>David Trichel</b>	1
<b>Doug Calland</b>	1
<b>Mike Sypniak</b>	1
<b>Shaun Barnhouse</b>	1
<b>Tyler Deam</b>	1
<b>Adam Stewart</b>	1
<b>Sean McMickle</b>	1
<b>Rob Lachey</b>	1
<b>Kevin Ries</b>	1
<b>Amy Nicol</b>	1
<b>Morgan Miller</b>	1
<b>Katie Plageman</b>	1
<b>Tim Hinton</b>	1



**From:** Nushart, Kate  
**Sent:** Wednesday, April 13, 2016 9:23 AM  
**To:** Voltolini, Brian  
**Subject:** RE: parking passes

I'm confused...the list below has 44 passes and I gave you 44 passes (32 ET and 12 WS). All of the senior staff had their own envelopes with passes in there for them and then there 2 other envelopes with the leftover ET and WS for you to distribute.

---

**From:** Voltolini, Brian  
**Sent:** Wednesday, April 13, 2016 8:17 AM  
**To:** Nushart, Kate <nushart.1@osu.edu>  
**Subject:** parking passes

Kate  
Going thru my list.. I don't have enough passes to cover all my people.. do you have any more West Stadium passes?  
People in yellow i gave passes too.. did you give any passes to anyone on this list besides Coach Meyer..

Thanks and let me know  
Brian

Trainers Van	1
Video Van	1
EQ Van	1
Nutrition Volunteers	1
Urban Meyer	2
Tim Beck	1
Tony Alford	1
Ed Warinner	1
Zach Smith	1
Luke Fickell	1
Kerry Coombs	1
Greg Schiano	1
Larry Johnson	1
Greg Studrawa	1
Brian Mason	1
Corey Dennis	1
Randall Joyner	1
Jimmy Cordle	1
Mickey Marotti	1
Brady Collins	1
Phil Matusz	1
Quinn Barnham	1
Jeff Uhlenhake	1
Brian Voltolini	1

Mark Pantoni
Stan Jefferson
Quinn Tempel
Ryan Stamper
Hiram DeFries
Mark Quisenberry
David Trichel
Doug Calland
Mike Sypniak
Shaun Barnhouse
Tyler Deam
Adam Stewart
Sean McMickle
Rob Lachey
Kevin Ries
Amy Nicol
Morgan Miller
Katie Plageman
Tim Hinton

**From:** Nushart, Kate  
**Sent:** Thursday, March 31, 2016 8:01 PM  
**To:** Voltolini, Brian  
**Subject:** RE: Spring Ga me

Yep, the spring game is creeping up on us! Can you update that normal grid with the guys who have left and who's replacing them? We can talk about their season ticket locations later but that will help me figure out who needs to get how many spring game tix.

And yes, I'll need names and email addresses for the interns and EQ you'd want to get tix too. I probably won't get to look at it until Tuesday or so of next week so whenever you get a chance.

Thanks!

---

**From:** Voltolini, Brian  
**Sent:** Thursday, March 31, 2016 11:27 AM  
**To:** Nushart, Kate <nushart.1@osu.edu>  
**Subject:** Spring Ga me

Kate  
We probably need to talk about tickets for the Spring Game

What do you need from me?  
A list? Interns? EQ? etc?

Here is the parking pass list

<b>Trainers Van</b>	1
<b>Video Van</b>	1
<b>EQ Van</b>	1
<b>Nutrition Volunteers</b>	1
<b>Urban Meyer</b>	2
<b>Tim Beck</b>	1
<b>Tony Alford</b>	1
<b>Ed Warinner</b>	1
<b>Zach Smith</b>	1
<b>Luke Fickell</b>	1
<b>Kerry Coombs</b>	1
<b>Greg Schiano</b>	1
<b>Larry Johnson</b>	1
<b>Greg Studrawa</b>	1
<b>Brian Mason</b>	1
<b>Corey Dennis</b>	1
<b>Randall Joyner</b>	1
<b>Jimmy Cordle</b>	1
<b>Mickey Marotti</b>	1
<b>Brady Collins</b>	1
<b>Phil Matusz</b>	1

<b>Mark Pantoni</b>	1
<b>Stan Jefferson</b>	1
<b>Quinn Tempel</b>	1
<b>Ryan Stamper</b>	1
<b>Hiram DeFries</b>	1
<b>Mark Quisenberry</b>	1
<b>David Trichel</b>	1
<b>Doug Calland</b>	1
<b>Mike Sypniak</b>	1
<b>Shaun Barnhouse</b>	1
<b>Tyler Deam</b>	1
<b>Adam Stewart</b>	1
<b>Sean McMickle</b>	1
<b>Rob Lachey</b>	1
<b>Kevin Ries</b>	1
<b>Amy Nicol</b>	1
<b>Morgan Miller</b>	1
<b>Katie Plageman</b>	1
<b>Tim Hinton</b>	1

<b>Quinn Barnham</b>	1
<b>Jeff Uhlenhake</b>	1
<b>Brian Voltolini</b>	1



	A	B	C	D	E	F	G	H	I	J	K	L	M
1	2016 Football Travelers by Game		Oklahoma		Wisconsin		Penn State		Maryland		Michigan State		Comments
2			09/16 - 09/17		10/14 - 10/15		10/21 - 10/22		11/11 - 11/12		11/18 - 11/19		
3			8:00 PM		8:00PM		8:00 PM						
4	Team	Max Count	Plane	Hotel	Plane	Hotel	Plane	Hotel	Plane	Hotel	Plane	Hotel	
5	Players	70	70		70		70		70		70		Support Staff:
6	UM & Family	3	3		3		3		3		3		OKC: Commercial
7	Asst Coaches	10	10		10		10		10		10		Wisc: Sleeper Bus
8	Spouses	10	10		10		10		10		10		PSU: Sleeper Bus
9	Operations	8	8		8		8		8		8		Mary: Sleeper Bus
10	Physicians	3	3		3		3		3		3		MSU: OSU Bus
11	Trainers	5	5		5		5		5		5		
12	EQ Managers	3	3		3		3		3		3		
13	S&C	4	4		4		4		4		4		
14	Interns, QC & GAs	10	10		10		10		10		10		
15	Nutrition	1	1		1		1		1		1		
16	Headsets	2	2		2		2		2		2		
17	Advance (return only)	2	2		2		2		2		2		
18	Support (bus only)	17	9		0		0		0		0		
19	Video	3	3		3		3		3		3		
20	SIDs	2	2		2		2		2		2		
21	Ticket Office	2	2		2		2		2		2		
22	Team Total	155	147	0	138	0	138	0	138	0	138	0	
23	Dept Admin		Oklahoma		Wisconsin		Penn State		Maryland		Michigan State		Comment
24	Gene & Sheila	2	0		2		0		0	0	1		Jessica to MSU
25	Jarmond	1	1		1		1		1		2		
26	Compliance	1	1		1		1		1		1		
27	DEV Staff	1	0		1		1		0		1		
28	DEV Guests	4	0		4		4		0		4		
29	Department Total	9	2	0	9	0	7	0	2	0	9	0	
30	Univ Admin		Oklahoma		Wisconsin		Penn State		Maryland		Michigan State		Comment
31	Drake	2	0		0		2		2		2		Fan Ex - PSU
32	Davidson	1	0		0				1				
33	Griffin	1	0		1		1		1		1		
34	Univ Admin	1	0		1		2						Chatas to Wisc
35	University Total	5	0	0	1	0	3	0	4	0	3	0	
36	Media		Oklahoma		Wisconsin		Penn State		Maryland		Michigan State		Comment
37	Radio	3	3		3		3		3		3		
38	TV	1	1		1		1		1		1		
39	Media Total	4	4	0	4	0	4	0	4	0	4	0	
40	Spirit Squad		Oklahoma		Wisconsin		Penn State		Maryland		Michigan State		Comment
41	Cheer	8	0		0		0		0		0		Band: MSU



	A	B	C	D	E	F	G	H	I	J	K	L	M
42	Brutus	1	0		0		0		0		0		Band: OKC?
43	Coach	1	0		0		0		0		0		Band: PSU?
44	Cheer Total	10	0	0	0	0	0	0	0	0	0	0	
45	Travelers with Team		Oklahoma		Wisconsin		Penn State		Maryland		Michigan State		
46			Plane	Hotel	Plane	Hotel	Plane	Hotel	Plane	Hotel	Plane	Hotel	
47			153	0	152	0	152	0	148	0	154	0	
48	Gene (Charter Travel)		DEV Group				Net Jets		Net Jets				
49							14 pax		14 pax				

	A	B	C	D	E	F	G	H
1	PLAYERS	HEAD COACH	TEAM GUESTS					
2	70	Coach Meyer						
3		Meyer, Shelley						
4		Meyer, Nate						
5	PLANE	PLANE	PLANE					
6	70	3						
7	WIVES	COACHES	OPS	PHYSICIANS	TRAINERS	EQ	S & C	GA, QC, INTERNS
8	Fickell, Amy	Fickell	Voltolini, Brian	Borchers, James	Calland, Doug	Lachey, Rob	Barham, Quinn	
9	Alford, Trina	Alford	Temple, Quinn	Kaeding, Chris	Sypniak, Mike	Nerl, Kevin	Uhlenhake, Jeff	
10	Johnson, Christine	Johnson	Stamper, Ryan	Pongonis, Ray	Barnhouse, Shaun	TBD	Matusz, Phil	
11	Ash, Doreen	Ash	De Fries, Hiram		Stewart, Adam		Collins, Brady	
12	Beck, Tamara	Beck	Jefferson, Stan		Deam, Tyler			
13	Mary Beth Warinner	Warinner	Pantoni, Mark					
14	Hinton, Bev	Hinton	Hinton, Tim					
15	Coombs, Holly	Coombs	Bulla, Jen					
16	Marotti, Susie	Marotti, Mick						
17	Smith, Courtney	Smith						
18	PLANE	PLANE	PLANE	PLANE	PLANE	PLANE	PLANE	PLANE
19	10	10	8	3	5	3	4	10
20					BUS BOTH WAYS	BUS BOTH WAYS	BUS BOTH WAYS	BUS BOTH WAYS
21					5 Students	10 Students	1 Intern	Off: Addazio (Off)
22					Trainer - GA			Def: Sharp (Def)
23	NUTRITION	HEADSETS (2)	ADVANCE TEAM	VIDEO	SID	TICKETS (2)	ADMIN	RADIO / TV
24	McMickle, Sean	Campbell, John	Halpin, Amy	Trichel, David	Widman, Adam	Nushart, Kate	Smith, Gene - 2	Keels, Paul
25		Summers, Dave	Coughlan, Anthony	Quisenberry, Mark	Emig, Jerry	Hoffman, Brad	Jarmond, Martin-1	Bannister, Marty
26		Hall, Jeremy	or	Swartz, Zach		Toy, Lily	Compliance-1	Lachey, Jim
27		Blair, Jeff	Hinton, Tim			Windle, Lauren	Dev Staff -1	Trotter, Chris
28						Rost, Jason	Dev Guests up to 4	
29							Davidson, John (FAR)	
30	PLANE	PLANE	PLANE	PLANE	PLANE	PLANE	PLANE	PLANE
31	1	2	2	3	2	2	9	4

**From:** Voltolini, Brian  
**Sent:** Wednesday, June 01, 2016 8:01 AM  
**To:** Shelley Meyer  
**Subject:** memorial passes

Here is the list.. let me know if this is ok

Luke Fickell  
Larry Johnson  
Tony Alford  
Ed Warinner  
Tim Beck  
Zach Smith  
Kerry Coombs  
Greg Schiano  
Greg Studrawa  
Brian Voltolini  
Quinn Tempel  
Mark Pantoni  
Tim Hinton  
Ryan Stamper  
Mick Marotti  
Trichel, R. David  
Amy Halpin  
Katie Plageman

	A	B	C	D	E	F	G
1	2015 Football		VA Tech		Support staff Bus that leaves Thursday night or Friday Morning		
2	Travelers by Game		9/06 - 09/07/1				
3	TEAM	Est Count	8:00 PM				
4			Plane	Hotel			
5	Players	70	70	35	1 One Way	Trainers Tyler Deam Ryan Deane	
6	UM & Family	3	3	2	2 Both		
7	Asst Coaches	10	10	9			
8	Spouses	9	9	0	3 Both		
9	Operations	7	7	7	4 Both	Athletic Training Students 	
10	Physicians	3	3	2	5 Both		
11	Trainers	5	5	2	6 Both		
12	EQ Managers	3	3	2	7 Both		
13	S&C	4	4	3		Managers Kevin Ries Sam Staley Nate Terhark Nick Jenkins Lauren Milhouse Mitch Marotti Nick Glass Jacob Michael Ben Hodges Ben DeLeone Sean McNamara Zach Ryan	
14	Interns, QC & GAs	9	9	4			
15	Nutrition	1	1	0	8 Both		
16	Headsets	2	2	1	9 Both		
17	Advance Team (return only)	2	2	2	10 One Way		
18	Support Staff (bus only)	17	0	10	11 One Way		
19	Video	2	2	1	12 Both		
20	SIDs	2	2	1	13 Both		
21	Ticket Office	2	2	2	14 Both		
22	Team Total	151	134	83	15 Both		
23					16 Both	Video Staff Brett Burger Lawson, Ben Lew Holder Interns 	
24	DEPARTMENT ADMINISTRATION		VA Tech		17 Both		
25	Gene & Sheila	2	0	0	18 Both		
26	Martin Jarmond	1	1	1	19 Both		
27	Compliance	1	1	1			
28	Development Staff	1	1	1			
29	Development Guests	4	4	2	20 Both		
30	Department Total	9	7	5	21 Both		
31					22 Both		
32	UNIVERSITY ADMINISTRATION		VA Tech				
33	President & Mrs. Drake	2		1	23 Both		
34	Davidson (Faculty Rep)	1	0	0	24 Both		
35	Archie Griffin	1	1	1			

Support staff Bus that leaves Thursday night or Friday Morning

#### Trainers

Tyler Deam

Ryan Deane

#### Athletic Training Students



#### Managers

Kevin Ries

Sam Staley

Nate Terhark

Nick Jenkins

Lauren Milhouse

Mitch Marotti

Nick Glass

Jacob Michael

Ben Hodges

Ben DeLeone

Sean McNamara

Zach Ryan

#### Video Staff

Brett Burger

Lawson, Ben

Lew Holder

#### Interns



	A	B	C	D	E	F	G
36	University Total	4	1	2			
37	MEDIA		VA Tech				
38	Radio	3	3	3			
39	Television	1	1	1			
40	Media Total	4	4	4			
41	CHEER		VA Tech				
42	Cheer	8	0	6			
43	Brutus	1	0	1			
44	Coach	1	0	1			
45	Cheer Total	10	0	8			
46			VA Tech				
47	TRAVELERS WITH TEAM		Plane	Hotel			
48			146	102			
49	Plane Seat Total	152	152				

	A	B	C	D	E	F	G	H
1	Players	HC	Guest					
2		Coach Meyer						
3		Meyer, Shelley						
4		Meyer, Nate						
5	70	3						
6	Wife's	Coaches	Ops	Physicians	Trainers	EQ	S & C	GA/QC/Interns
7	Amy Fickell	Fickell	Voltolini, Brian	Borchers, James	Calland, Doug	Lachey, Rob	Parker, Kenny	
8	Trina Alford	Alford	Temple	Kaeding, Chris	Sypniak, Mike	Terhark	Uhlenhake, Jeff	
9	Chris Johnson	Johnson	Stamper, Ryan	Pongonis, Ray	Barnhouse, Shaun	Jenkins	Matusz, Phil	
10	Doreen Ash	Ash	De Fries, Hiram		Stewart, Adam		Collins, Brady	
11	Tamara Beck	Beck	Jefferson, Stan		Deam, Tyler			
12	Mary Beth Warinner	Warinner	Pantoni, Mark					
13	Bev Hinton	Hinton	Bulla, Jen		<u>Bus both ways</u>	<u>Bus both ways</u>	<u>Bus Both ways</u>	
14	Holly Coombs	Coombs			5 Students	10 Students	1 Intern	
15	Susie Marotti	Marotti, M			Ryan Deane			
16		Smith						
17								<u>Bus both ways</u>
18								Off. Bell
19								Def: Weber
20	9	10	7	3	5	3	4	9
21	Nutr.	Headsets	Adv.team	Video	SID	Tickets	Admin-Dept	Radio
22	McMickle, Sean	John Campbell	Halpin, Aamy	Trichel, David	Widman, Adam	Kate Nushart	Jarmond, Martin	Keels, Paul
23		Dave Summers	Gillum, Greg	Quisenberry, Mark	Emig, Jerry	Brad Hoffman	Compliance	Bannister, Marty
24		Jeremy Hall				Lily Toy	Dev Staff	Lachey, Jim
25		Jeff Blair				Lauren Windle	Dev Guest -4	Trotter, Chris
26						Jason Rost	Fac. Rep	
27		2 will go				2 will go		
28	1	2	2	3	2	2	7	4
29	Meal Counts							
30	Coaches	10						
31	GA	4						
32	Interns	6						
33	QC	2						
34	Operations	9						
35	Video	3						
36	S&C	6						

	A	B	C	D	E	F	G	H
37	Guest	2						
38	Players	70						
39	Doctors	3						
40	Trainers	6						
41		130						



	A	B	C	D	E	F	G	H	I	J	K
1	Football	Smith	Zachary	306490	\$1,750	RETURNING	DO NOTHING	NEW	Nike Elite Hotline 503-671-4141		
2	Football	Warinner	Edmund	360488	\$1,750	RETURNING	DO NOTHING				
3	Football	Schiano	Greg		\$1,750	NEW	W-9				
4	Football	Fickell	Luke	94606	\$1,750	RETURNING	DO NOTHING				
5	Football	Coombs	Kerry	360487	\$1,750	RETURNING	DO NOTHING				
6	Football	Johnson	Larry		\$1,750	RETURNING	DO NOTHING				
7	Football	Meyer	Urban	360468	\$1,750	RETURNING	DO NOTHING				
8	Football	Alford	Tony		\$1,750	RETURNING	DO NOTHING				
9	Football	Beck	Tim		\$1,750	RETURNING	DO NOTHING				
10	Football	Studrawa	Greg		\$1,750	NEW	W-9				
11	Football	Marotti	Mickey	360485	\$1,750	RETURNING	DO NOTHING	NEW			
12	Football	Matusz	Phil		\$1,000	RETURNING	DO NOTHING				
13	Football	Barham	Quinn		\$1,000	NEW	W-9				
14	Football	Collins	Brady		\$1,000	RETURNING	DO NOTHING				
15	Football	Uhlenhake	Jeffrey	196787	\$1,000	RETURNING	DO NOTHING				
16	Football	Calland	Doug	170286	\$1,000	RETURNING	DO NOTHING				
17	Football	Barnhouse	Sean		\$750	RETURNING	DO NOTHING	NEW			
18	Football	Sypniak	Mike		\$750	RETURNING	DO NOTHING				
19	Football	Deam	Tyler		\$750	NEW	W-9	NEW			
20	Football	Stewart	Adam		\$750	NEW	W-9	NEW			
21	Football	Voltolini	Brian	360483	\$1,200	RETURNING	DO NOTHING	NEW			
22	Football	Pantoni	Mark	360482	\$1,200	RETURNING	DO NOTHING				
23	Football	Tempel	Quinn		\$900	RETURNING	DO NOTHING				
24	Football	Hinton	Tim	359719	\$1,200	RETURNING	DO NOTHING				
25	Football	Joyner	Randall		\$500	NEW	W-9	NEW			
26	Football	Mason	Brian		\$500	RETURNING	DO NOTHING				
27	Football	Cordle	Jimmy		\$500	RETURNING	DO NOTHING				
28	Football	Dennis	Corey		\$500	NEW	W-9	NEW			
29	Football	Halpin	Amy	359766	\$1,000	RETURNING	DO NOTHING	NEW			
30	Football	Plageman	Katie		\$500	RETURNING	DO NOTHING				
31	Football	Jefferson	Stan	193727	\$750	RETURNING	DO NOTHING	NEW			
32	Football	Quisenberry	Mark	170285	\$750	RETURNING	DO NOTHING				
33	Football	Stamper	Ryan	360404	\$1,000	RETURNING	DO NOTHING				
34	Football	Lachey	Robert	214272	\$1,000	RETURNING	DO NOTHING				
35	Football	Ries	Kevin		\$1,000	RETURNING	DO NOTHING				
36	Football	Broeker	Deborah	97874	\$250	RETURNING	DO NOTHING	HOLD Please			

	A	B	C	D	E	F	G	H	I	J	K
37	Football	Hodges	Ben		\$500	NEW	W-9	NEW  NEW NEW			
38	Football	Thurin	Matt		\$500	RETURNING	DO NOTHING				
39	Football	TBD			\$500	NEW	W-9				
40	Football	Swartz	Zach		\$500	NEW	W-9				
41	\$42,000										
42	\$42,000										

**From:** Voltolini, Brian  
**Sent:** Thursday, May 19, 2016 12:40 PM  
**To:** Birkemeier, Jordan;Hoobler, Dennis  
**Cc:** Cloran, Dan  
**Subject:** RE: Passes

Here is the list that I sent in:

Urban Meyer  
Luke Fickell  
Larry Johnson  
Tony Alford  
Ed Warinner  
Tim Beck  
Zach Smith  
Kerry Coombs  
Greg Schiano  
Greg Studrawa  
Brian Voltolini  
Quinn Tempel  
Ryan Stamper  
Mark Pantoni  
Amy Halpin  
Mick Marotti  
Kevin Ries  
Phil Matusz  
Brady Collins  
Jeff Uhlenhake  
Quinn Barham

Are we short passes to give to these other staff members?

Especially guys like Amy, Pantoni and Stamper..

Thanks  
Brian

-----Original Message-----

From: Birkemeier, Jordan  
Sent: Thursday, May 19, 2016 1:25 PM  
To: Hoobler, Dennis  
Cc: Voltolini, Brian; Cloran, Dan  
Subject: RE: Passes

Brian,

Here is the football staff who received passes:

Urban Meyer  
Luke Fickell  
Tim Beck  
Mickey Marotti  
Greg Schiano  
Ed Warinner  
Kerry Coombs  
Greg Studrawa  
Tony Alford  
Zach Smith  
Brian Voltolini  
Larry Johnson

All should have been mailed to the WHAC.

Let me know if you need anything else.

Thanks  
Jordan

-----Original Message-----

From: Hoobler, Dennis  
Sent: Thursday, May 19, 2016 11:39 AM  
To: Birkemeier, Jordan <birkemeier.5@osu.edu>  
Subject: FW: Passes

Let me know if you want me to respond...thx.

-----Original Message-----

From: Voltolini, Brian  
Sent: Thursday, May 19, 2016 11:28 AM  
To: Hoobler, Dennis  
Subject: Passes

Where passes distributed individually ? I think each coach got it thru the mail. As some coaches got a package from the memorial..  
So not sure if everyone on my list got a pass or not.

Can you confirm who they sent passes to?

I tried to add people that work log hour and wanted to go as we are always searching for tickets for people like Amy Halpin...

Thanks  
Brian

Sent from my iPhone

**From:** Voltolini, Brian  
**Sent:** Friday, June 10, 2016 1:51 PM  
**To:** Katie Plageman  
**Subject:** Forms missing

Jacob Michael  
Sudzina, Casey  
Spellmire, Jeff  
Birch, Patrick  
Devin Cramer  
Alford, Tony  
Fickell, Luke  
Johnson, Larry  
Beck, Tim  
Coombs, Kerry  
Smith, Zach  
Warinner, Ed  
Studrawa, Greg  
Schiano, Greg  
Buckley, Sean  
Sam Silverman

**From:** Voltolini, Brian  
**Sent:** Wednesday, May 04, 2016 7:53 AM  
**To:** Hinton, Timmy  
**Cc:** Plageman, Katie  
**Subject:** Re: Guest Speakers

Yep. Mark copied us on that email.

Guest speakers will be up to you, Mark and then how many compliance is willing to have.

Sent from my iPhone

> On May 4, 2016, at 7:04 AM, Hinton, Timmy <hinton.49@osu.edu> wrote:

>

>

>

> -----Original Message-----

> From: Pantoni, Mark

> Sent: Tuesday, May 03, 2016 7:34 PM

> To: Voltolini, Brian; Plageman, Katie; Hinton, Timmy

> Subject: Guest Speakers

>

> Zach Smith has requested the following coaches to be guest speakers for June camps. He does not have a date yet.

>

> Patrick Surtain Sr - American Heritage HS - Plantation

>

> Jevon Glenn - Deerfield Beach HS

>

>

> Sent from my iPhone

**From:** Voltolini, Brian  
**Sent:** Friday, May 06, 2016 12:40 PM  
**To:** Hoobler, Dennis  
**Subject:** RE: memorial golf passes

Denny  
Any word on passes this year for the memorial?

Thanks  
Brian

---

**From:** Voltolini, Brian  
**Sent:** Tuesday, April 19, 2016 2:46 PM  
**To:** Hoobler, Dennis  
**Subject:** memorial gold passes

Denny  
In the past, the Memorial has only given us a certain amount of passes and we are scrambling trying to get more from other people..  
Here is the list that we would like to get passes for:  
Let me know

Urban Meyer  
Luke Fickell  
Larry Johnson  
Tony Alford  
Ed Warinner  
Tim Beck  
Zach Smith  
Kerry Coombs  
Greg Schiano  
Greg Studrawa  
Brian Voltolini  
Quinn Tempel  
Ryan Stamper  
Mark Pantoni  
Amy Halpin  
Mick Marotti  
Kevin Ries  
Phil Matusz  
Brady Collins  
Jeff Uhlenhake  
Quinn Barham

Thanks  
Brian

**From:** Voltolini, Brian  
**Sent:** Tuesday, April 12, 2016 9:15 AM  
**To:** Nushart, Kate  
**Subject:** Re: Spring Ga me

Yes. That will work..

Sent from my iPhone

On Apr 12, 2016, at 10:10 AM, Nushart, Kate <[nushart.1@osu.edu](mailto:nushart.1@osu.edu)> wrote:

Quick question on the parking passes...

Last year I assigned all of the senior staff to East Tuttle like normal but then gave you 18 additional passes in East Tuttle and the rest of the passes in West Stadium since your staff normally parks in East Stadium and that lot isn't held for this game. Would that work again? You guys can decide who (other than senior staff) you want to park where?

---

**From:** Voltolini, Brian  
**Sent:** Thursday, March 31, 2016 11:27 AM  
**To:** Nushart, Kate <[nushart.1@osu.edu](mailto:nushart.1@osu.edu)>  
**Subject:** Spring Ga me

Kate

We probably need to talk about tickets for the Spring Game

What do you need from me?

A list? Interns? EQ? etc?

Here is the parking pass list

Trainers Van	1
Video Van	1
EQ Van	1
Nutrition Volunteers	1
Urban Meyer	2
Tim Beck	1
Tony Alford	1
Ed Warinner	1
Zach Smith	1
Luke Fickell	1
Kerry Coombs	1
Greg Schiano	1
Larry Johnson	1
Greg Studrawa	1
Brian Mason	1
Corey Dennis	1
Randall Joyner	1
Jimmy Cordle	1

Mark Pantoni	1
Stan Jefferson	1
Quinn Tempel	1
Ryan Stamper	1
Hiram DeFries	1
Mark Quisenberry	1
David Trichel	1
Doug Calland	1
Mike Sypniak	1
Shaun Barnhouse	1
Tyler Deam	1
Adam Stewart	1
Sean McMickle	1
Rob Lachey	1
Kevin Ries	1
Amy Nicol	1
Morgan Miller	1
Katie Plageman	1



<b>Mickey Marotti</b>	1
<b>Brady Collins</b>	1
<b>Phil Matusz</b>	1
<b>Quinn Barnham</b>	1
<b>Jeff Uhlenhake</b>	1
<b>Brian Voltolini</b>	1

<b>Tim Hinton</b>	1
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**From:** Voltolini, Brian  
**Sent:** Wednesday, April 13, 2016 7:17 AM  
**To:** Nushart, Kate  
**Subject:** parking passes

Kate

Going thru my list.. I don't have enough passes to cover all my people.. do you have any more West Stadium passes? People in yellow i gave passes too.. did you give any passes to anyone on this list besides Coach Meyer..

Thanks and let me know

Brian

<b>Trainers Van</b>	1
<b>Video Van</b>	1
<b>EQ Van</b>	1
<b>Nutrition Volunteers</b>	1
<b>Urban Meyer</b>	2
<b>Tim Beck</b>	1
<b>Tony Alford</b>	1
<b>Ed Warinner</b>	1
<b>Zach Smith</b>	1
<b>Luke Fickell</b>	1
<b>Kerry Coombs</b>	1
<b>Greg Schiano</b>	1
<b>Larry Johnson</b>	1
<b>Greg Studrawa</b>	1
<b>Brian Mason</b>	1
<b>Corey Dennis</b>	1
<b>Randall Joyner</b>	1
<b>Jimmy Cordle</b>	1
<b>Mickey Marotti</b>	1
<b>Brady Collins</b>	1
<b>Phil Matusz</b>	1
<b>Quinn Barnham</b>	1
<b>Jeff Uhlenhake</b>	1
<b>Brian Voltolini</b>	1

<b>Mark Pantoni</b>
<b>Stan Jefferson</b>
<b>Quinn Tempel</b>
<b>Ryan Stamper</b>
<b>Hiram DeFries</b>
<b>Mark Quisenberry</b>
<b>David Trichel</b>
<b>Doug Calland</b>
<b>Mike Sypniak</b>
<b>Shaun Barnhouse</b>
<b>Tyler Deam</b>
<b>Adam Stewart</b>
<b>Sean McMickle</b>
<b>Rob Lachey</b>
<b>Kevin Ries</b>
<b>Amy Nicol</b>
<b>Morgan Miller</b>
<b>Katie Plageman</b>
<b>Tim Hinton</b>

**From:** Voltolini, Brian  
**Sent:** Thursday, May 19, 2016 9:15 AM  
**To:** Hoobler, Dennis  
**Subject:** RE: memorial golf passes

Denny

Any word on passes.. Larry Dornish told Coach that all the passes have been sent to the Athletic Department

So please let me know

Brian

---

**From:** Voltolini, Brian  
**Sent:** Friday, May 06, 2016 1:40 PM  
**To:** Hoobler, Dennis  
**Subject:** RE: memorial golf passes

Denny

Any word on passes this year for the memorial?

Thanks

Brian

---

**From:** Voltolini, Brian  
**Sent:** Tuesday, April 19, 2016 2:46 PM  
**To:** Hoobler, Dennis  
**Subject:** memorial gold passes

Denny

In the past, the Memorial has only given us a certain amount of passes and we are scrambling trying to get more from other people..  
Here is the list that we would like to get passes for:  
Let me know

Urban Meyer  
Luke Fickell  
Larry Johnson  
Tony Alford  
Ed Warinner  
Tim Beck  
Zach Smith  
Kerry Coombs  
Greg Schiano  
Greg Studrawa  
Brian Voltolini  
Quinn Tempel  
Ryan Stamper  
Mark Pantoni  
Amy Halpin  
Mick Marotti  
Kevin Ries  
Phil Matusz  
Brady Collins  
Jeff Uhlenhake  
Quinn Barham

Thanks  
Brian

**From:** Voltolini, Brian  
**Sent:** Monday, May 23, 2016 9:13 AM  
**To:** Birkemeier, Jordan  
**Cc:** Hoobler, Dennis;Cloran, Dan  
**Subject:** Re: Passes

Do you have 2 passes for Tim Hinton? I think he was left off the list.  
He took Gillum's position and I think he got passes each year.  
Let me know. Thx

Sent from my iPhone

> On May 20, 2016, at 8:29 AM, Birkemeier, Jordan <birkemeier.5@osu.edu> wrote:  
>  
> Brian,  
> We are limited with the number of passes we receive from the Memorial for the Tournament. We can reach out to the Tournament and see if  
it's possible to get a few additional passes. No guarantees we will be able to get passes for everyone, but we can see if we can get a few more.  
>  
> Does that work?  
>  
> Thanks  
> Jordan  
>  
>  
>  
> -----Original Message-----  
> From: Voltolini, Brian  
> Sent: Thursday, May 19, 2016 1:40 PM  
> To: Birkemeier, Jordan <birkemeier.5@osu.edu>; Hoobler, Dennis <hoobler.1@osu.edu>  
> Cc: Cloran, Dan <cloran.10@osu.edu>  
> Subject: RE: Passes  
>  
> Here is the list that I sent in:  
>  
> Urban Meyer  
> Luke Fickell  
> Larry Johnson  
> Tony Alford  
> Ed Warinner  
> Tim Beck  
> Zach Smith  
> Kerry Coombs  
> Greg Schiano  
> Greg Studrawa  
> Brian Voltolini  
> Quinn Tempel  
> Ryan Stamper  
> Mark Pantoni  
> Amy Halpin  
> Mick Marotti  
> Kevin Ries  
> Phil Matusz  
> Brady Collins  
> Jeff Uhlenhake  
> Quinn Barham  
>  
> Are we short passes to give to these other staff members?  
>  
> Especially guys like Amy, Pantoni and Stamper..  
>  
> Thanks  
> Brian  
>

>  
> -----Original Message-----  
> From: Birkemeier, Jordan  
> Sent: Thursday, May 19, 2016 1:25 PM  
> To: Hoobler, Dennis  
> Cc: Voltolini, Brian; Cloran, Dan  
> Subject: RE: Passes  
>  
> Brian,  
>  
> Here is the football staff who received passes:  
> Urban Meyer  
> Luke Fickell  
> Tim Beck  
> Mickey Marotti  
> Greg Schiano  
> Ed Warinner  
> Kerry Coombs  
> Greg Studrawa  
> Tony Alford  
> Zach Smith  
> Brian Voltolini  
> Larry Johnson  
>  
> All should have been mailed to the WHAC.  
>  
> Let me know if you need anything else.  
>  
> Thanks  
> Jordan  
>  
>  
>

> -----Original Message-----  
> From: Hoobler, Dennis  
> Sent: Thursday, May 19, 2016 11:39 AM  
> To: Birkemeier, Jordan <birkemeier.5@osu.edu>  
> Subject: FW: Passes  
>

> Let me know if you want me to respond...thx.  
>

> -----Original Message-----  
> From: Voltolini, Brian  
> Sent: Thursday, May 19, 2016 11:28 AM  
> To: Hoobler, Dennis  
> Subject: Passes  
>

> Where passes distributed individually ? I think each coach got it thru the mail. As some coaches got a package from the memorial..  
> So not sure if everyone on my list got a pass or not.  
> Can you confirm who they sent passes to?  
> I tried to add people that work log hour and wanted to go as we are always searching for tickets for people like Amy Halpin...  
> Thanks  
> Brian  
>  
> Sent from my iPhone

**From:** Voltolini, Brian  
**Sent:** Friday, March 04, 2016 11:49 AM  
**To:** Plageman, Katie  
**Subject:** RE: Bowl Expenses

Yes, she said that you owed her money or something and that you both talked and you were paying for it!

---

**From:** Plageman, Katie  
**Sent:** Friday, March 04, 2016 11:47 AM  
**To:** Voltolini, Brian  
**Subject:** RE: Bowl Expenses

Damn Tori leaves me with the whole thing... UGH!

Do I bring you a check?

## **KATIE PLAGEMAN**

Coordinator, Football Administration | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-2531 | (F) 614-292-6592

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**From:** Voltolini, Brian  
**Sent:** Friday, March 04, 2016 11:37 AM  
**To:** Plageman, Katie <[plageman.11@osu.edu](mailto:plageman.11@osu.edu)>; Miller, Morgan <[miller.5359@osu.edu](mailto:miller.5359@osu.edu)>; Nicol, Amy M. <[nicol.130@osu.edu](mailto:nicol.130@osu.edu)>; Jefferson, Stanley <[jefferson.71@osu.edu](mailto:jefferson.71@osu.edu)>; Hinton, Timmy <[hinton.49@osu.edu](mailto:hinton.49@osu.edu)>; Barnhouse, Shaun <[barnhouse.12@osu.edu](mailto:barnhouse.12@osu.edu)>; Calland, Douglas <[calland.6@osu.edu](mailto:calland.6@osu.edu)>; Smith, Zachary <[smith.8398@osu.edu](mailto:smith.8398@osu.edu)>  
**Subject:** Bowl Expenses

The following still owe for some type of expense for the Fiesta Bowl

Bachman/LoRusso - \$14.03  
Hinton - \$1393  
Magers/Plageman - \$101.04  
Meyer - \$78.00  
Zach Smith – \$365.24

Following owe for recruiting – duplicate reimbursement  
Morgan Miller - \$19.63

	A	B	C
1	<p align="center"><b>COACHES RETREAT - 2014</b></p> <p align="center"><b>GREAT TEACHER: CLEAR - CLEAN - CONCISE - DIRECT</b></p> <p align="center">Competitive Excellence - Teaching</p>		
2			
3			
4			
5	<u>Sunday, July 27th</u>		
6	6:30 - 8:00 a.m	Meyer	Coaches Manual
7	8:00 - 8:30 a.m	Herman	2nd level reads and Reliefs
8	8:30 - 9:00 a.m.	Warinner	PAP Protections (886, 816, 850)
9	<b>9:00 - 9:15 a.m</b>	<b>Break</b>	
10	9:15 - 9:45 a.m	Johnson	"Fin" technique/ 6 technique
11			
12	9:45 - 10:15 a.m	Coombs	"Hot Coverage" & Press Technique
13			
14	10:15 - 10:30 a.m	Carpenter	SLB (Bounce, Shuttle, Crossover, Trigger, Run
15			
16	10:30 - 10:45 a.m	Oghobaase	Defeat DBL Team/Back Block
17			
18	10:45 - 11:45 p.m	Fickell/Ash	Navy - Defensive Plan
19	<b>11:45 - 12:30 p.m</b>	<b>LUNCH</b>	
20			
21	12:30 - 1:30 p.m	Ash	OSU Base Cov. Concepts
22	1:30 - 2:00 p.m	Fickell	Gap Sound Run Fits w/7 man spacing
23	2:00 - 2:30 p.m	Drayton	Perimeter Run Game (Bash, Blast)
24	2:30 - 3:00 p.m	Hinton	Boad/Bang Concepts
25	3:00 - 3:15 p.m	Tempel	WR Releases
26	3:15 - 3:30 p.m	Mayes	B.S Read Concepts (read, book, bilbe)
27	<b>3:30 -3:45 p.m</b>	<b>Break</b>	
28	3:45 -4:15 p.m	Smith	2 x 2 pass concepts
29	4:15 - 4:25 p.m	Coombs/Okruh	Kicking Philosophy and Overview
30	4:25 - 4:45 p.m	Coombs/Okruh	Kicking game Install (KO)
31	4:45 - 5:15 p.m	Kicking Game Fund.: (Dbl team, sink & ID, Avoid, Hard Hat, Hold up, Man-Zone)	
32	5:15 - 6:15 p.m	Off Fund.: (Ball Sec., B-Blk, Keep Blk, Stalk Blk, QB Drops, TE Releases)	
33	6:15 - 7:15 p.m	Def Fund. : (tackle, Blow Delivery, Fall Back, DE Read Tech, Slice/Pirate)	
34	<b>7:30 p.m</b>	<b>Wives Dinner</b>	



	D
1	
2	
3	<b>Address: 5750 Memorial Drive, Dublin, 43017</b>
4	Contact: Nicholas LaRocca 614- 889-6800
5	
6	<b>6:30 P.M. - Wives Dinner @ Muirfeild Pavilio</b>
7	Attire for dinner: Casual - No Jeans (Polo/Shorts/slacks)
8	
9	<b>Address: 5750 Memorial Drive, Dublin 43017</b>
10	<b>Directions: From Powell/Columbus</b>
11	Take 270 West
12	Take Sawmill Exit - Take a right
13	Turn let on Bright Right
14	Take a left on Riverside
15	Take a right on Emerald Pkwy
16	Take Right on Dublin Road
17	Turn left on Memorial Drive
18	1/2 mile entrance will be on your right
19	Tell security at the Gate your with OSU Football
20	Go straight till you see the valet parking
21	
22	
23	
24	
25	
26	
27	
28	
29	
30	
31	
32	
33	
34	

	A	B	C	D
1			<b><u>Fundamentals</u></b>	
2	<b><u>OFF</u></b>		<b><u>DEF</u></b>	<b><u>Kick</u></b>
3	<b>QB</b>		<b>LB</b>	<b>Punt:</b>
4	Pocket Fund.		Pass Drops	Man Side
5	Read Tech/Pistol- Offset			Zone Side
6	Movement Key - Progression			Shield
7	Sprint Out Tech			Coverage
8	<b>OL</b>		<b>SAF</b>	
9	FS Zone		Purple	<b>KO:</b>
10	BS Zone		Gold	Speed and Aviod
11	Slide Side Sets		Halves	Defeat Zone
12	Man Side Sets		Defending Screens (Smoke, Now)	Inside Shoulder Force
13	DBL Sort			Inside + In Front
14	Settle			Landmarks
15	<b>TE</b>		<b>Cor</b>	<b>KOR:</b>
16	Sift		Cowboy	Sink & Absorb
17	Base (Mickey)		Squeeze (Catch)	DBL Team
18	Arc		Cov. 2	Ambush
19	Option Route		Man on Deep (Mod)	Wedge
20	Crunch/Bible/Cab			Man
21				<b>Punt Blk:</b>
22	<b>RB</b>		<b>DL</b>	Block Tech
23	Ball security		Transition Run/Pass	Hold Up Tech
24	Tracks/Landmarks		6 Tech (Vipor)	
25	Jump Cut		Zero Nose	
26	Pass Pro		3 Tech	
27			4i Tech 9Stand up)	<b>FG:</b>
28	<b>WR</b>			OL
29	Routine (Singal...)			Wings
30	Routes: Glance			
31				<b>FG Blk:</b>
32			<b>Other:</b>	
33			Sprint out passing	

	A	B	C	D
1				<b>COACHES /</b>
2				<b>GREAT TEACHER: CLEAN</b>
3	<u>Sunday, July 26th</u>			<u>Monday, July 27th</u>
4	12:00 - 1:30 p.m.	Meyer	Coaches Manual	<b>6:30 - 7:00 a.m.</b>
5				7:00 - 7:30 a.m.
6	1:40 - 2:40 p.m.	Fickell/Ash	Def Application	7:30 - 8:00 a.m.
7		Hashmarks, Fld Position, Get off Time, Grouping		8:00 - 8:30 a.m.
8				8:40 - 9:10 a.m.
9	2:40 - 3:40 p.m.	Warinner/Beck	Off Application	9:10- 9:40 a.m.
10				9:40 - 10:00 a.m.
11				10:00 - 10:15 a.m.
12	3:50 - 4:10 p.m.	Coombs	Kicking Application	
13				10:15 - 11:15 a.m.
14	4:10 - 5:10 p.m.	Clean Up		
15		New Rules - Hinton		
16		Hands/Onside - Coombs		
17		Off Last play - 50, 40, 30, 20 , 10 Yd line-Zach Smith		
18		Def Last play - Ash		
19		Situational Expectations/Conversation- Meyer		
20		Clock Management - Beck		
21				11:15 - 12:15 p.m.
22				12:15 - 1:15 p.m.
23	5:15 - 5:45 p.m.	Johnson	3 Tech/Goal line	1:15 - 1:25 p.m.
24	5:45 - 6:15 p.m.	Coombs	Catch Man/Hot	1:25 - 1:35 p.m.
25	<b>6:15 - 7:00 p.m.</b>	<b>Dinner</b>		1:35 - 1:45 p.m.
26	7:00 - 7:30 p.m.	Ash	MOF /Adjust	1:45 - 1:55 p.m.
27	7:30 - 8:00 p.m.	Fickell	Flats/Mini	2:00 - 2:40 p.m.
28				
29	8:00 - 8:30 p.m.	Def Assistants	Mason - Slide & Tube / Thurin - 1/4 Reads	
30				
31	8:30 - 9:30 p.m.	Def Fundamentals		
32				
33		Offense request: LB/Saf Re-Route Tech and Keys		
34				
35		Tackle	Fickell	
36		Difference	Ash	2:45 - 3:15 p.m.
37		Press Coverage	Coombs	3:15- 3:45 p.m.
38		Boot Naked Rules - LB/SAF		3:45 - 4:00 p.m.
39		4i	Johnson	4:00 - 4:30 p.m.
40		Hips and Hands	Johnson	4:30 - 5:00 p.m.
41		ID Coverage post/pre - snap		5:00 - 6:00 p.m.
42		<u>Other topics to discuss:</u>		

	E	F	G
1	<b>RETREAT - 2015</b>		
2	<b>R - CLEAN - CONCISE - DIRECT</b>		
3			
4	<b>Breakfast</b>		
5	Warinner	System of Protection - 50/60	
6	Beck	Triangle Reads in the Passing Game	
7	Smith	Formation Adjustments: Bunch/Cluster/Squeeze, Motions	
8	Hinton	Spread Pass Concept	
9	Alford	RPO's	
10	Off Assistants	Cordle - Power Play / Merritt - No Deep	
11	<b>Break</b>		
12			
13	Off Fundamentals		
14			
15	Release - Smith		Ball Security - Alford
16	RB Pass Pro - Alford		WR Blocking - Merritt
17	B Block - Warinner		TE Blocking - Hinton
18	QB Drops - Beck		2 Types of Pass Routes - Dennis
19	Deuce Block - Cordle		Base Nose Double Sort - Warinner
20			
21	Warinner/Zach	Attack Bear Cover 0	
22	<b>Lunch</b>		
23	Coombs	Punt	
24	Fickell	KO	
25	Hinton	KOR	
26	Smith	Punt Blk	
27	Special Teams Fundamentals		
28	KOR - DBL Teams (Ash), Fly Zone (Coombs)		
29	KO - Coverage Principals (5-10-15) - Fickell		
30	Punt Block /Tech - Poison Call - Smith		
31	Punt Return - Lateral Redirect (Coombs/Hinton)		
32	Punt Returner - Ball Catching - Alford		
33	Punt Return Finish - Coombs		
34	FG - Hinton, FG Blk - Johnson		
35	Punt - Manside - Vince Zoneside -		
36	Fickell	"12" grouping thoughts (Hokie Group)	
37	Ash	Base Coverage concepts	
38	Break		
39	Fickell	Odd Package	
40	Beck	Coverage ID	
41	Situations : 2 min, 4 min, RZ, 2nd & long, coming out		
42			

	A	B	C	D
43	Redzone Coverage/Defense QTR's Coverage  			

	E	F	G
43	<b>Dinner @ Muirfield Pavilion</b> <b>Address: 5750 Memorial Drive, Dublin, 43017</b> Attire for dinner: Casual - No Jeans (Polo/Shorts/slacks)		
44			
45			
46			

**From:** Voltolini, Brian  
**Sent:** Friday, April 15, 2016 8:18 AM  
**To:** Emig, Jerry  
**Subject:** FW: Coaches - Spring Game

FYI

---

**From:** Voltolini, Brian  
**Sent:** Thursday, April 14, 2016 4:53 PM  
**To:** Ries, Kevin  
**Subject:** Coaches - Spring Game

Rest of the teams I sent you are the same

-

-

**Gray (White)**

Kerry Coombs  
Greg Studrawa  
Luke Fickell  
Tony Alford-HC  
Tim Beck  
Corey Dennis  
Randall Joyner

Phil Matusz  
Jeff Uhlenhake  
Ben Hodges  
Kyle Brey  
Matt Thurin  
Nick Sharp  
Tim Hinton

**Scarlet**

Larry Johnson  
Ed Warinner  
Zach Smith  
Greg Schiano - HC  
Jimmy Cordle  
Brian Mason

Quinn Barham  
Brady Collins

Mike Hartline  
Brian Knorr  
Louie Addazio

**From:** Voltolini, Brian  
**Sent:** Wednesday, January 13, 2016 4:30 PM  
**To:** Terwilliger, William E.  
**Subject:** RE: Clinic list

Here you go... Not sure who is going..

Do you know if anyone on staff is speaking?

Do you have schedule for the clinic yet?

Urban Meyer  
Luke Fickell  
Larry Johnson  
Tony Alford  
Ed Warinner  
Tim Beck  
Zach Smith  
Kerry Coombs  
Tim Hinton  
Greg Schiano  
Greg Studrawa  
Jimmy Cordle  
Matt Thurin  
Matt Merritt  
Brian Mason  
Corey Dennis  
Mike Hartline  
Mark Pantoni  
Morgan Miller  
Eron Hodges  
Ed Terwilliger  
Kyle Hendrickson  
Brian Voltolini  
Quinn Tempel  
Nick Sharp  
Casey Smith  
Stan Jefferson

-----Original Message-----

From: Terwilliger, William E.  
Sent: Wednesday, January 13, 2016 10:44 AM  
To: Voltolini, Brian  
Subject: Clinic list

Brian , just a reminder ---- if it has not been done ???? If you get me the list of staff you want to pre register for the clinic OHSFCA ,,I will get it turned in and then pick up the badges Prior to the clinic so staff will not have to wait !!!! Go bucks ,, Ed

Sent from my iPhone



	A	B	C	D
1	Casita King + Double		Casita Suite King (	
2	1	Warinner	1	
3	2	Beck	2	Pongonis
4	3	Alford	3	Kaeding
5	4	Ash	4	Amy / Rory
6	5	Volt		
7	6	Borchers	Casita Suite Double	
8	7	Johnson	1	Emig
9	8	Odoguardi	2	Calland
10	9	Zach Smith	3	
11			4	
12	Casita Double + Do			
13	1	Marotti	Casita Standard King	
14	2	Coombs	1	
15	3	Hinton		
16	Master Suite/Parlo Gold Kings			
17	1	Fickell	1	
18	2	Cloran	2	
19	3	Jarmond	3	
20	Standard King + Do			
21	1	Barnhouse		
22	2	Quisenberry		
23	3	Bulla		
24	4	Scarborough		
25	5	Pantoni		
26	6	Parker		
27	7	Uhlenhake		
28	8			
29	9			
30	10			
31	11			
32	12			

	A	B	C	D
1	<b>Casita King + Double</b>		<b>Casita Suite King</b>	
2	1	Warinner	1	Cordle - ?
3	2	Beck	2	Pongonis
4	3	Alford	3	Kaeding
5	4	Ash	4	Amy / Rory
6	5	Volt		
7	6	Borchers	<b>Casita Suite Double</b>	
8	7	Johnson	1	Emig
9	8	Odoguardi	2	Calland
10	9	Zach Smith	3	Okruch
11			4	Tori/Katie
12	<b>Casita Double + Double</b>		5	
13	1	Marotti	6	
14	2	Coombs		
15	3	Hinton	<b>Casita Standard King</b>	
16			1	Widman
17	<b>Master Suite/Parlor</b>			
18	1	Fickell		
19	2	Cloran	<b>Gold Kings</b>	
20	3	Jarmond	1	Willis
21			2	
22	<b>Standard King + Double</b>		3	
23	1	Ries		
24	2	Quisenberry		
25	3	Bulla		
26	4	Scarborough		
27	5	Pantoni		
28	6	Parker		
29	7	Uhlenhake		
30	8			
31	9			
32	10			
33	11			
34	12			

	A	B	C	D	E	F
1		VIP Gifts (65)				
2	1	Urban Meyer	watch		Necklace	
3	2	Luke Fickell	watch		Necklace	
4	3	Larry Johnson	watch		Necklace	
5	4	Tony Alford	watch		Necklace	
6	5	Ed Warinner	watch		Necklace	
7	6	Tim Beck	watch		Necklace	
8	7	Zach Smith	watch			
9	8	Kerry Coombs	watch		Necklace	
10	9	Tim Hinton	watch		Necklace	
11	10	Chris Ash	watch		Necklace	
12	11	Jimmy Cordle	watch		Necklace	
13	12	Vince O.	watch			
14	13	Matt Merritt	watch			
15	14	Brian Mason	watch			
16	15	Vince Okruch	watch			
17	16	Matt Thurin	watch			
18	17	Brian Voltolini	watch		Necklace	
19	18	Quinn Tempel	watch			
20	19	Ryan Stamper	watch			
21	20	Hiram DeFries	watch			
22	21	Stan Jefferson	watch			
23	22	Mark Pantoni	watch		Necklace	
24	23	Trichel, R. David	watch			
25	24	Lew Holder	watch			
26	25	Amy Halpin	Necklace			
27	26	Tori Magers	Necklace			
28	27	Katie Plageman	Necklace			
29	28	Mark Quisenberry	watch			
30	29	Brett Burger	watch			
31	30	Mick Marotti	watch		Necklace	
32	31	Kenny Parker	watch			
33	32	Phil Matusz	watch			
34	33	Brady Collins	watch			
35	34	Jeff Uhlenhake	watch			
36	35	Sean McMickle	watch			
37	36	Doug Calland	watch			

	A	B	C	D	E	F
38	37	Mike Sypniak	watch			
39	38	Shaun Barnhouse	watch			
40	39	Tyler Deam	watch			
41	40	Ryan Deane	watch			
42	41	Adam Stewart	watch			
43	42	Kevin Ries	watch		Necklace	
44	43	Rob Lachey	watch			
45	44	Sam Staley	watch			
46			41 Watches	58 total for Watches/Necklace		
47			17 Necklace			
48		<u>Extra Backpack/Watch</u>	\$55 - backpack			
49	1	Sean Buckley			\$55	
50	2	Austin Bell			\$55	
51	3	Nick Sharp			\$55	
52	4	Corey Dennis			\$55	
53	5	Mike Hartline			\$55	
54	6	Casey Smith			\$55	
55	7	Adam Weber			\$55	
56	8	Bill Busch			\$55	
57	9	Morgan Miller			\$55	
58	10	Eron Hodges			\$55	
59	11	Adam Caltury			\$55	
60	12	Kyle Hendrickson			\$55	
61	13	Sam Silverman			\$55	
62	14	Kenton Kessler			\$55	
63	15	Deb Broeker			\$55	
64	16	Ben Lawson			\$55	
65	17	Mack Spalla			\$55	
66	18	Conner Fullenkamp			\$55	
67	19	Jenna Dolan			\$55	
68	20	Ashton Meerpohl			\$55	
69	21	Ryan Hardie			\$55	
70	22	Mark Kublis			\$55	
71	23	Evan Ferwerda			\$55	
72	24	Jimmy Rodenberg			\$55	
73	25	Nate Terhark			\$55	
74	26	Lauren Milhouse			\$55	
75	27	Nick Glass			\$55	

	A	B	C	D	E	F
76	28	Ben DeLeone		\$55		
77	29	Zach Ryan		\$55		
78	30	Mitch Marotti		\$55		
79	31	Nick Jenkins		\$55		
80	32	Ben Hodges		\$55		
81	33	Jacob Michael		\$55		
82	34	Will Strosnider		\$55		
83	35	Sean McNamara		\$55		
84	36	Casey Sudzina		\$55		
85	37	Connor Dorony		\$55		
86	38	Kyle Dorony		\$55		
87	39	Jake Cardinal		\$55		
88	40	Tyler Olds		\$55		
89	41	Matt Subler		\$55		
90	42	Heather McSurdy		\$55		
91	43	Allison Frymier		\$55		
92	44	Michael LoRusso		\$55		
93	45	Thalia Wynne		\$55		
94	46	Dane Bachman		\$55	Total: <b>\$2,530</b>	

	A	B	C	D
1		VIP Hosting		
2	1	Beck, Tim	Football Assistant Coach	<a href="mailto:Beck.672.@osu.edu">Beck.672.@osu.edu</a>
3	2	Alford, Tony	Football Assistant Coach	<a href="mailto:Alford.72@osu.edu">Alford.72@osu.edu</a>
4	3	Warinner, Ed	Football Assistant Coach	<a href="mailto:Warinner.4@osu.edu">Warinner.4@osu.edu</a>
5	4	Smith, Zach	Football Assistant Coach	<a href="mailto:Smith.8398@osu.edu">Smith.8398@osu.edu</a>
6	5	Hinton, Tim	Football Assistant Coach	<a href="mailto:Hinton49.@osu.edu">Hinton49.@osu.edu</a>
7	6	Fickell, Luke	Football Assistant Coach	<a href="mailto:Fickell.4@osu.edu">Fickell.4@osu.edu</a>
8	7	Ash, Chris	Football Assistant Coach	<a href="mailto:Ash.121@osu.edu">Ash.121@osu.edu</a>
9	8	Johnson, Larry	Football Assistant Coach	<a href="mailto:Johnson.6432@osu.edu">Johnson.6432@osu.edu</a>
10	9	Coombs, Kerry	Football Assistant Coach	<a href="mailto:Coombs.38@osu.edu">Coombs.38@osu.edu</a>
11	10	Pantoni, Mark	Director, Player Personnel	<a href="mailto:Pantoni.1@osu.edu">Pantoni.1@osu.edu</a>
12	11	Marotti, Mickey	Assistant AD, Sport Performance	<a href="mailto:Marotti.6@osu.edu">Marotti.6@osu.edu</a>
13	12	Jefferson, Stan	Director, Player Development	<a href="mailto:Jefferson.71@osu.edu">Jefferson.71@osu.edu</a>
14	13	Smith, Gene	VP and Director of Athletics	<a href="mailto:Smith.5407@osu.edu">Smith.5407@osu.edu</a>
15	14	Parker, Kenny	Associate Director	<a href="mailto:Parker.869@osu.edu">Parker.869@osu.edu</a>
16	15	Uhlenhake, Jeff	Coord., Strength & Cond.	<a href="mailto:Uhlenhake.3@osu.edu">Uhlenhake.3@osu.edu</a>
17	16	Collins, Brady	Asst. Coach, Conditioning	<a href="mailto:Collins.1537@osu.edu">Collins.1537@osu.edu</a>
18	17	DeFries, Hiram	Sports Program Assoc.	<a href="mailto:DeFries.4@osu.edu">DeFries.4@osu.edu</a>
19	18	Calland, Doug	Head Athletic Trainer	<a href="mailto:Calland.6@osu.edu">Calland.6@osu.edu</a>
20	19	Jarmond, Martin	Exec. Assoc. AD, Admin.	<a href="mailto:Jarmond.1@osu.edu">Jarmond.1@osu.edu</a>
21	20	Cloran, Dan	Exec. Assoc. AD, Development	<a href="mailto:Cloran.10@osu.edu">Cloran.10@osu.edu</a>
22	21	Odoguardi, Joe	Sr. Assoc. AD	<a href="mailto:Odoguardi.1@osu.edu">Odoguardi.1@osu.edu</a>
23	22	Willis, Miechelle	SWA	<a href="mailto:Willis.102@osu.edu">Willis.102@osu.edu</a>
24	23	Scarborough, Brett	Asst. AD, Ticketing	<a href="mailto:Scarborough.4@osu.edu">Scarborough.4@osu.edu</a>
25	24	Okruh, Vince	Sports Program Assoc.	<a href="mailto:okruh.1@osu.edu">okruh.1@osu.edu</a>
26	25	Drake, Michael	University President	<a href="mailto:drake.379@osu.edu">drake.379@osu.edu</a>
27		Brian Voltolini	Dir, Football Operations	<a href="mailto:Voltolini.5@osu.edu">Voltolini.5@osu.edu</a>
28		Urban Meyer	Head Coach	

**From:** Voltolini, Brian  
**Sent:** Tuesday, December 15, 2015 10:48 AM  
**To:** Magers, Tori  
**Subject:** RE: Changes to your sheet

What are Joe's kids name

---


**From:** Magers, Tori  
**Sent:** Tuesday, December 15, 2015 10:43 AM  
**To:** Voltolini, Brian  
**Subject:** Changes to your sheet

Only changes are joe odoguardi bringing 3 kids, instead of four and zach smith not bringing someone on the plane to help with kids.

## **TORI MAGERS**

Football Program Assistant | The Ohio State University  
Woody Hayes Athletic Center | 535 Irving Schottenstein Drive | Columbus, OH 43210  
(P) 614-292-2531 | (F) 614-292-6592



**UNDISPUTED**  **CHAMPIONS**

**Sent:** Monday, January 01, 2001 1:00 AM  
**To:** Voltolini, Brian  
**Subject:** RE: Scanned from a Xerox Multifunction Device

Brian

-----Original Message-----

From: Voltolini, Brian  
Sent: Tuesday, March 29, 2016 2:02 PM  
To: Mullins, Krissy <mullins.180@osu.edu>  
Subject: RE: Scanned from a Xerox Multifunction Device

With him being a GA.. does he still need to come over?

-----Original Message-----

From: Mullins, Krissy  
Sent: Tuesday, March 29, 2016 9:23 AM  
To: Voltolini, Brian  
Subject: RE: Scanned from a Xerox Multifunction Device

Yes. We will need to hire him so we can pay him. He is beginning in the intern role, correct?

-----Original Message-----

From: Voltolini, Brian  
Sent: Tuesday, March 29, 2016 9:06 AM  
To: Mullins, Krissy <mullins.180@osu.edu>  
Subject: RE: Scanned from a Xerox Multifunction Device

Does he need to come over?

Thanks

Brian

-----Original Message-----

From: Mullins, Krissy  
Sent: Tuesday, March 29, 2016 9:02 AM  
To: Voltolini, Brian  
Subject: RE: Scanned from a Xerox Multifunction Device

Thank you Brian.

We can get [REDACTED] stated at any time now. I am available this afternoon after 2:00pm or anytime tomorrow morning before 10:00am. Just let me know if any of these times would work for you.

Thank you,

KRISSY MULLINS SPHR, SHRM-SCP  
HR Director / Ohio State Athletics  
Fawcett Center 9th Floor / 2400 Olentangy River Rd / Columbus, OH 43210

T 614.292.9675  
F 614.292.0199  
mullins.180@osu.edu  
OhioStateBuckeyes.com

-----Original Message-----

From: Voltolini, Brian  
Sent: Tuesday, March 29, 2016 8:26 AM  
To: Mullins, Krissy <mullins.180@osu.edu>  
Subject: RE: Scanned from a Xerox Multifunction Device

Here you go



Thanks  
Brian

-----Original Message-----

From: Mullins, Krissy  
Sent: Friday, March 25, 2016 2:07 PM  
To: Voltolini, Brian  
Subject: FW: Scanned from a Xerox Multifunction Device

Brian,  
Here is the policy form that needs to be signed by [REDACTED] Coach Meyer, Zach Smith and you. Once you have obtained all the signatures, please send this back to me and I will keep it on file in the HR office.

Thanks Brian. If you have any questions, please let me know.

KRISSY MULLINS SPHR, SHRM-SCP  
HR Director / Ohio State Athletics  
Fawcett Center 9th Floor / 2400 Olentangy River Rd / Columbus, OH 43210

T 614.292.9675  
F 614.292.0199  
mullins.180@osu.edu  
OhioStateBuckeyes.com

-----Original Message-----

From: Compliance-Xerox7845@osu.edu [<mailto:Compliance-Xerox7845@osu.edu>]  
Sent: Friday, March 25, 2016 9:18 AM  
To: Mullins, Krissy <mullins.180@osu.edu>  
Subject: Scanned from a Xerox Multifunction Device

Please open the attached document. It was scanned and sent to you using a Xerox Multifunction Device.

Attachment File Type: pdf, Multi-Page

Multifunction Device Location:  
Device Name: XRX9C934E1EFB39

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